

Approvals

City Attorney

Director of Finance

City Manager

**CITY OF TEMECULA / TEMECULA COMMUNITY SERVICES DISTRICT
AGENDA REPORT**

TO: City Council / Board of Directors
FROM: Aaron Adams, City Manager / Executive Director
DATE: February 27, 2018
SUBJECT: Approve Fiscal Year 2017-18 Mid-Year Budget Adjustments

PREPARED BY: Jennifer Hennessy, Finance Director

RECOMMENDATION: That the City Council/TCSD Board of Directors adopt the following resolutions entitled:

1. **RESOLUTION NO. 18-**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, AMENDING THE FISCAL YEAR 2017-18 ANNUAL OPERATING BUDGET, AND THE BUDGET AND FISCAL POLICIES

2. **RESOLUTION NO. CSD 18-**

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TEMECULA COMMUNITY SERVICES DISTRICT AMENDING THE FISCAL YEAR 2017-18 ANNUAL OPERATING BUDGET

3. **RESOLUTION NO. 18-**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA AMENDING THE CAPITAL IMPROVEMENT PROGRAM FISCAL YEARS 2018-22 AND AMENDING THE CAPITAL IMPROVEMENT BUDGET FOR FISCAL YEAR 2017-18 FOR THE EMERGENCY OPERATIONS CENTER IMPROVEMENTS PROJECT

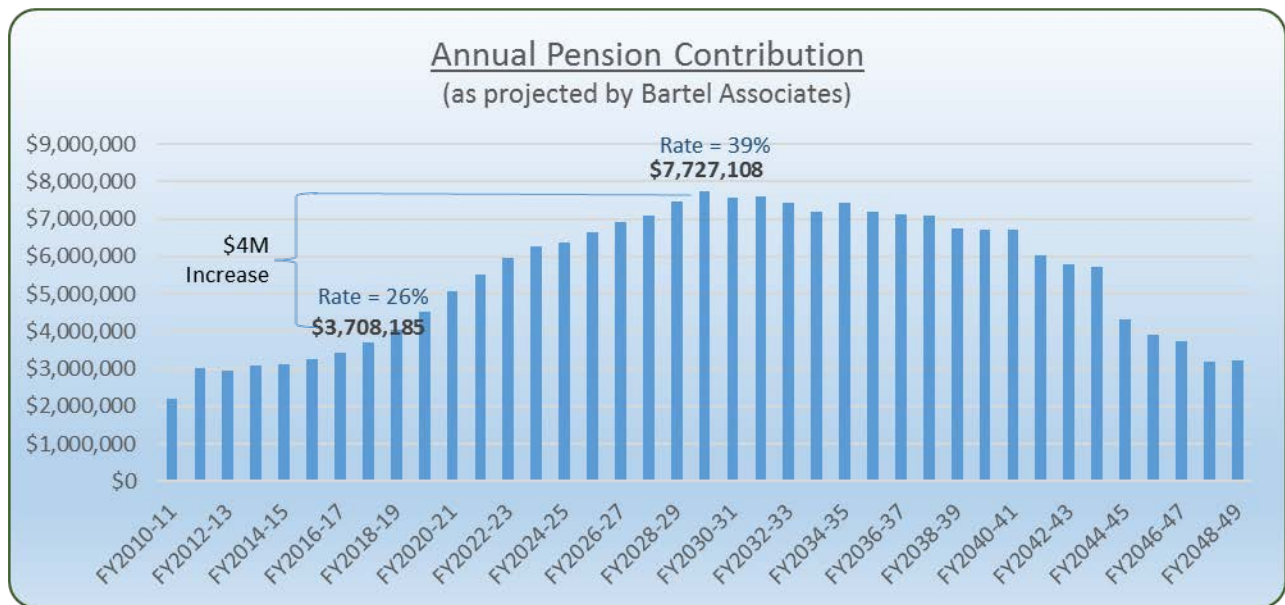
BACKGROUND: In accordance with Budget Policy II.B.- Interim Reporting, City staff conducted a comprehensive Mid-Year review of its Annual Operating Budget. The purpose of the review is to analyze revenue and expenditure trends to identify variances from the Adopted Budget and ensure that the City maintains a healthy fiscal position. The Mid-Year Budget includes a review of all City funds. The requested adjustments are summarized in the attached exhibits and discussed in further detail below.

ITEMS OF SIGNIFICANCE:

Pension Rate Stabilization Program

In December 2016, the CalPERS Board of Directors voted to implement a reduction in the rate of expected return on their pension investment pool. The rate is projected to decrease from 7.5% to 7.0% by Fiscal Year 2019-20, resulting in significant increases in employer contribution rates. To better understand the impacts of the CalPERS decision, the City engaged John Bartel, President of Bartel Associates, LLC, to conduct an actuarial analysis and provide recommendations to mitigate the anticipated cost escalation.

Mr. Bartel modeled the City's pension costs over the next 30 years, and determined that the City's employer contribution rate is projected to increase from 26% currently to 39% by Fiscal Year 2029-30, increasing the City's annual pension payment from \$3.7 million to \$7.7 million.



Mr. Bartel provided the City with a number of options to address the rising costs, including the establishment of an Internal Revenue Code (IRC) Section 115 Irrevocable Trust, to be used to pay future pension liabilities. The benefits of a Section 115 Trust include (1) the ability to earn a greater rate of return than the City is able to due to the restrictions placed on city investment options, (2) funds are protected and can only be used for pension payments, and (3) the City retains control over the Trust proceeds and investment flexibility.

To date, the most widely adopted Section 115 Trust program is administered by Public Agency Retirement Services (PARS), with over 100 public agencies. Staff is recommending the City join the PARS Pension Rate Stabilization Program, and establish a Section 115 Trust. City funds would be held in a separate Trust, not comingled with other agencies.

To initially fund the Trust, Staff recommends utilizing a combination of one-time revenues received as a result of the end of the State's Triple Flip funding mechanism, for which the City received \$4 million, plus an additional \$4 million in unassigned fund balance within the General Fund which has accumulated over time due to ongoing vacant positions in both the Police department and various City departments. Ongoing funding recommendations, presented as a new Budget and Fiscal Policy, include the deposit of the annual employer contribution of 26% of payroll, a portion of any year-end Budget surplus within the General Fund and ongoing budget appropriations as approved by Council during subsequent Annual Operating Budget processes.

Assuming an annual rate of return of 4.0% (the PARS Trust 10-year average has been 5.0%) on the contribution levels noted above, it is anticipated that the City would be able to budget a 26% employer rate each year, for the next 21 years, and rely on the Trust proceeds to fund the difference between 26% and the rate charged by CalPERS, until such time as the rate returns to the 26% level.

TCSO Project Employee Conversion

Community Services relies on Project staff for the majority of its staffing—not only for the seasonal roles such as Day Camp Counselors and Lifeguards that would typically utilize project staff, but for its year-round, core operations. TCSO currently has 144 active project employees with an average tenure of 2.5 years. The Department has 11 project employees with over 10 years of service and 22 employees with over five years. This has created significant operational vulnerability for the Department, including:

- Utilization of individual Project employees as de facto permanent staff, working and being tasked with ongoing responsibilities which would normally be assigned to an authorized staff member,
- Difficulty recruiting and retaining qualified staff due to low hours and job responsibilities disproportionate to compensation package,
- Negative impacts due to high turnover/understaffing including inefficiencies resulting from redundant recruitments, use of Regular staff time to backfill vacancies, increased overtime, and over-burdening remaining staff.

To remedy this situation, Staff is proposing to convert 11 Project positions into full-time/benefitted positions within TCSO, as outlined on the Schedule of Authorized Positions.

The Fiscal Year 2017-18 impact of this conversion is estimated at \$68k, with an annual impact of approximately \$273k, to be funded with Measure S and Measure C revenues.

GENERAL FUND:

FY2017-18 Revenues:

Adjustments to General Fund revenue include a net decrease of \$4,056, bringing Fiscal Year 2017-18 Total Revenue to \$76,570,893.

Below is a list of the larger adjustments to General Fund Revenue, based on recent information and trends in the actual data for each revenue source.

- **Taxes and Franchises** – increase of \$87,698, due primarily to an increase of \$185,713 in Transient Occupancy Tax to reflect higher occupancy and rates than originally anticipated, offset by a decrease of \$114,837 in Franchise Fees due to fewer cable subscribers than in previous years.
- **Licenses, Permits and Service Charges** – decrease of \$54,045, due primarily to a \$94,179 reduction to Land Development revenue, offset by a \$57,560 increase in Planning revenue.
- **Reimbursements**– decrease of \$200,000, due to a high number of staff vacancies within the CIP Administration department, resulting in less reimbursements from Capital Project funding sources.
- **Operating Transfers In** – increase of \$126,543, to reflect a partial repayment of a loan made from the General Fund to the Development Impact Fee – Fire Fund for the remodel of Station No. 73 of \$132,682, offset by a reduction in the Gas Tax Transfer of \$6,139.

The largest revenue source for the General Fund is Sales Tax, contributing 50% of Total Revenue. To date, the City has only received the July-September 2017 actual results for Sales Tax, which fell short of budget projections due primarily to a payment anomaly in a large corporation. Due to the lag time in receiving Sales Tax information from the State, the City will not receive its next update on Sales Tax until March. Staff is not recommending a Sales Tax adjustment at this time, and will revisit the projection once the next quarter's actual returns are received. If an adjustment is warranted at that time, Staff will bring forward to the Council in April 2018.

FY2017-18 Expenditures:

General Fund Mid-Year Operating Expenditure requests reflect a net reduction of \$29,009, bringing Fiscal Year 2017-18 Operating Budget to \$74,316,752.

General Fund Operating Transfers Out/One-Time Payments – increase of \$7,459,912, to reflect initial seed funding of \$8 million in to the newly proposed Pension Stabilization Rate Program, offset by the reduction of \$540,088 in Streetlight Acquisition Financing under which the first payment would be due in June 2019, causing a deferral of this line item to the FY2018-19 Annual Operating Budget.

Mid-Year Requested Adjustments include the following:

- **Insurance Internal Service Fund (ISF) Allocation** – an appropriation of \$131,492 allocated across all General Fund departments, because of a requested increase in Insurance Claims and Litigation expenditure budget.

Requested adjustments, excluding the aforementioned ISF Allocation, include the following:

- **City Attorney** – an appropriation of \$200,000 for anticipated legal expenditures.
- **Building & Safety** – a reduction of \$352,000 in Temporary Help, as the need for dedicated inspectors for development projects did not materialize as anticipated.
- **Planning** – an appropriation of \$129,566 in consulting services to assist with long range planning efforts related to short-term rentals. To partially offset this request, a reduction of \$70,566 in Other Outside Services is requested.
- **Public Works** – the net impact of all Public Works' requests is a reduction of \$96,000:
 - o Land Development Division – an appropriation of \$21,000; including \$11,000 for Overtime wages, due to increased development activity, and \$10,000 for Consulting Services to complete environmental compliance reviews.
 - o Street Maintenance Division – a reduction of \$117,000; including a transfer of \$100,000 in Property Maintenance to a newly established division within TCSD for Responsible Compassion Maintenance, related to the clean-up of homeless encampments, in order to consolidate the costs of homelessness within the Responsible Compassion division, and a reduction of \$17,000 in Salaries & Wages to account for savings from vacant positions.
 - o Traffic Division – a reduction of \$77,500 in Salaries & Wages to account for savings from vacant positions, used to offset appropriation requests within other Public Works' divisions.
 - o NPDES Compliance – an appropriation of \$30,000 due to the cost of the Best Management Practices (BMP) design manual, business inspections and the treatment control of BMP inventory.
 - o Parks Maintenance – an appropriation of \$47,500; including \$22,500 for additional landscape maintenance, and \$25,000 for janitorial, pest control and splash pad maintenance.
- **Human Resources** – an appropriation of \$25,000 for increased legal expenditures.
- **Emergency Management** – an appropriation of \$3,500 for the acquisition of video wall monitors for the Emergency Operations Center located in the Civic Center.

General Fund Reserves:

The Revised FY2017-18 Revenues over Expenditures amount is \$2,254,141. Total Ending Fund Balance is projected to be \$25,812,190 with both the Reserve for Economic Uncertainty and the Secondary Reserve fully funded at \$14,863,350 and \$3,715,838, respectively. An additional \$2,056,670 of Fund Balance is committed to fund future Capital Improvement Projects and other liabilities of the General Fund, leaving a balance of \$5,176,333 as Unassigned Fund Balance.

While held in a separate Trust Fund, an additional \$8 million is restricted to the payment of CalPERS pension liabilities, providing the City added fiscal protection, similar to the General Fund reserves.

MEASURE S FUND:

Measure S Revenue is derived from the one-cent transactions and use tax, approved by Temecula voters in November 2016. This tax became effective April 1, 2017. Initial projections for this new revenue source were estimated to be \$23 million per year. To date, the City has received six months of Measure S tax, which have exceeded expectations. The City's tax consultants have advised that the first six to nine months of the new tax may not be representative of a trend, as some businesses experience delays in collecting the new tax. For this reason, staff recommends maintaining the \$23 million projection for revenue and revisiting the projection in the March/April timeframe, after the receipt of one more quarter of payments.

Measure S Operating Transfers Out reflect a reduction of \$100,000, due to the deferral of the Information Systems Network Security Audit project, which is now scheduled to occur in Fiscal Year 2018-19. An increase in the Transfer Out to the Library fund reflects the annual costs associated with the replacement of 76 patron computers requested to be purchased in Fiscal Year 2017-18.

SPECIAL REVENUE & DEBT SERVICE FUNDS:

The City maintains 12 separate Special Revenue Funds. Activities in these funds are legally required to be accounted for in separate and distinct funds.

In accordance with the Road Repair and Accountability Act of 2017 (SB1 Beall), a separate fund is required to be established to account for the receipt of revenue from the Road Maintenance and Rehabilitation Account (RMRA). Per Section 8 of the attached Resolution, Fund 102 – RMRA is requested to be established as a new Special Revenue Fund. The Mid-Year adjustment reflects the reallocation of RMRA funds from the Gas Tax Fund to the newly established RMRA Fund.

Below is a summary of the Mid-Year requests for each Special Revenue Fund.

	Beginning Balance 7/1/17	FY17-18 Current Revenues	Mid-Year Adjustment	FY17-18 Revised Revenues	FY17-18 Current Exp/Transfers	Mid-Year Adjustment	FY17-18 Revised Exp/Transfers	Ending Balance 6/30/18
Special Revenue Funds								
Fund 100: Gas Tax	0	3,041,384	(635,081)	2,406,303	3,041,384	(635,081)	2,406,303	0
Fund 102: Road Maintenance Rehabilitation Account (RMRA)	0	0	633,191	633,191	0	616,222	616,222	16,969
Fund 120: Development Impact Fees	4,336,042	5,937,968	60,000	5,997,968	10,224,933	0	10,224,933	109,077
Fund 125: Public, Education & Government (PEG) Fees	309,909	298,351	(50,487)	247,864	268,400	0	268,400	289,374
Fund 135: Business Incubator Resource	130,635	0	0	0	130,635	0	130,635	(0)
Fund 140: Community Development Block Grant	0	1,367,707	0	1,367,707	1,367,707	0	1,367,707	0
Fund 145: Temecula Energy Efficiency Asset Management	197,697	2,000	0	2,000	50,000	0	50,000	149,697
Fund 150: AB 2766 Motor Vehicle Subvention	136,167	144,785	0	144,785	268,170	0	268,170	12,782
Fund 160: Supplemental Law Enforcement Services	(0)	171,000	0	171,000	171,000	0	171,000	(0)
Fund 161: Temecula Major Crimes Reward	25,662	300	0	300	0	0	0	25,962
Fund 165: Affordable Housing	10,811,804	500,631	0	500,631	436,071	0	436,071	10,876,364
Fund 170: Measure A	6,251,531	2,993,681	167,154	3,160,835	8,541,503	0	8,541,503	870,863
Total Special Revenue Funds	22,199,447	14,457,807	174,777	14,632,584	24,499,803	(18,859)	24,480,944	12,351,088

INTERNAL SERVICE FUNDS:

The City has seven Internal Service Funds, used to account for services provided internally between departments. Below is a summary of the Mid-Year requests for each Internal Service Fund.

	Beginning Balance 7/1/17	FY17-18 Current Revenues	Mid-Year Adjustment	FY17-18 Revised Revenues	FY17-18 Current Exp/Transfers	Mid-Year Adjustment	FY17-18 Revised Exp/Transfers	Ending Balance 6/30/18
Internal Service Funds								
Fund 300: Insurance	305,197	800,235	175,300	975,535	800,633	175,300	975,933	304,799
Fund 305: Workers' Compensation	930,497	665,444	0	665,444	306,317	0	306,317	1,289,624
Fund 310: Vehicles and Equipment	1,930,758	792,751	0	792,751	129,775	0	129,775	2,593,734
Fund 320: Information Technology	306,811	3,447,271	(100,000)	3,347,271	3,690,638	(100,000)	3,590,638	63,444
Fund 325: Technology Replacement	1,278,467	262,056	0	262,056	262,056	4,000	266,056	1,274,467
Fund 330: Support Services	467,128	418,184	0	418,184	415,185	2,600	417,785	467,527
Fund 340: Facilities	497,453	1,438,471	0	1,438,471	1,441,263	0	1,441,263	494,661
Total Internal Service Funds	5,716,311	7,824,412	75,300	7,899,712	7,045,867	81,900	7,127,767	6,488,256

The Mid-Year Adjustment in the Insurance Fund relates to higher than anticipated legal and claims expenditures. The reduction of \$100,000 in the Information Technology Fund reflects the deferral of the Network Security Audit to FY2018-19.

TEMECULA COMMUNITY SERVICES DISTRICT

The Temecula Community Services District (TCSD) provides for a comprehensive neighborhood and community park system, as well as a complement of recreational and cultural programs, community and human services and special events. TCSD also provides street lighting, median and slope maintenance, refuse hauling and recycling, emergency dirt road maintenance, library services, and public art.

Fiscal Year 2018-19 Mid-Year adjustments are summarized in the table below.

	Beginning Balance 7/1/17	FY17-18 Current Revenues	Mid-Year Adjustment	FY17-18 Revised Revenues	FY17-18 Current Exp/Transfers	Mid-Year Adjustment	FY17-18 Revised Exp/Transfers	Ending Balance 6/30/18
Temecula Community Services District (TCSD)								
Fund 190: Citywide Operations	1,138,708	9,932,978	52,754	9,985,732	10,146,586	126,536	10,273,122	851,318
Fund 192: Service Level B - Street Lighting	169,049	1,001,635	0	1,001,635	984,711	0	984,711	185,973
Funds 501-530: Service Level C - Landscape/Slope Maintenance	1,440,506	1,594,666	0	1,594,666	1,469,447	0	1,469,447	1,565,725
Fund 194: Service Level D - Refuse and Recycling	428,536	7,703,410	0	7,703,410	7,924,709	0	7,924,709	207,237
Fund 195: Service Level R - Road Maintenance	23,411	5,732	0	5,732	9,850	0	9,850	19,293
Fund 196: Service Level L - Harveston Lake Park Maintenance	384,354	246,375	0	246,375	251,678	0	251,678	379,051
Fund 197: Library	244,830	843,059	44,000	887,059	870,394	5,200	875,594	256,295
Fund 198: Public Art	68,605	64,497	0	64,497	7,200	30,300	37,500	95,602
Total Temecula Community Services District	3,897,998	21,392,352	96,754	21,489,106	21,664,575	162,036	21,826,611	3,560,492

Mid-Year revenue adjustments in the Citywide Operations Fund reflects increased revenue in the Theater division, as well as the addition of a potential reimbursement from the Flood Control District for homeless encampment cleanup efforts on Flood Control property within the City.

The Mid-Year expenditure increase reflects the transfer of \$100,000 from Public Works to the Responsible Compassion division for costs related to homeless encampment cleanup efforts, as well as the costs related to the transition of 11 Project employees to Full-Time/Benefitted employees. An adjustment in the Public Art Fund of \$30,300, reflects the re-appropriation of funding for the Founders' Square project at the Civic Center.

CAPITAL OUTLAY

A number of changes to Capital Outlay purchases are requested as follows:

- \$60,000 for two new Police motorcycles – offset by Police salary savings incurred to date
- \$50,000 increase for Chambers Video Upgrades – offset by the deferral of \$50,000 Media Services Vehicle, funded with Public, Education, and Government (PEG) fees.
- (\$100,000) reduction of the Network Security Audit – deferred to FY2018-19
- (\$120,000) reduction for the Upgrade to Microsoft Office 365, which was paid from the Information Technology licensing agreement rather than from Capital Outlay funds.
- \$220,000 increase for the replacement of 76 patron computers at the Library – to be funded by a transfer from the Measure S Fund.

- \$13,000 increase for a replacement of the copier in the Finance Department, due to frequent breakdowns of this heavily used machine.

CAPITAL IMPROVEMENT PROGRAM

The Fiscal Years 2018-22 Capital Improvement Program includes the Emergency Operations Center Improvements project, with \$28,000 in funding programmed for Fiscal Year 2018-19. A total of \$14,000 of funding is programmed from the Development Impact Fee-Corporate Facilities Fund and another \$14,000 is programmed from the Emergency Management Performance Grant. The project is scheduled to begin prior to July, requiring the acceleration of the funding from both funding sources from Fiscal Year 2018-19 to Fiscal Year 2017-18. No other changes in project scope or funding sources is requested.

BUDGET AND FISCAL POLICIES

To establish the Pension Rate Stabilization Policy, a new section is recommended to be added to the Budget and Fiscal Policies. Section XII. Pension Rate Stabilization Policy outlines the establishment of an Internal Revenue Code (IRC) Section 115 Irrevocable Trust as well as the proposed mechanism to contribute funding to the Trust once established.

The new Policy recommends an initial deposit of \$8 million in seed funding be set aside into the Trust in the current fiscal year, in order to maximize interest earnings. Effective Fiscal Year 2018-19 and every year thereafter until amended by Council, it is recommended that, at a minimum, an amount equal to 26% of Total Salaries be deposited into the Trust in July for the ensuing fiscal year to serve as the base annual employer contribution toward pension costs. Additionally, 30% of any year-end surplus (excess amount over the budgeted General Fund Revenues over Expenditures calculation), up to a maximum of \$2 million, may be set aside into the Trust. Finally, additional Trust contributions may be programmed through the Annual Operating Budget process, as approved by Council.

Annual CalPERS employer contribution payments are to be made from Trust proceeds, which are restricted for pension payments made to CalPERS, and cannot be used for other purposes.

SCHEDULE OF AUTHORIZED POSITIONS

The Schedule of Authorize Positions reflects the addition of 11 Full-Time/Benefitted positions within the Temecula Community Services District, as a result of the conversion of Project positions noted previously in the "TCSD Project Employee Conversion" section of this report.

FISCAL IMPACT: The Fiscal impact of each fund is noted in the attached Exhibits.

ATTACHMENTS:

1. CC Resolution – Mid-Year Budget Amendments
 - Exhibit A – General & Measure S Fund Mid-Year Budgets
 - Exhibit B – Special Revenue Funds Mid-Year Budget
 - Exhibit C – Internal Service Funds Mid-Year Budget
 - Exhibit D – Capital Outlay & Technology Requests
 - Exhibit E – Budget and Fiscal Policies
 - Exhibit F – Schedule of Authorized Positions
1. CSD Resolution Mid-Year Budget Amendments
 - Exhibit A – TCSD Mid-Year Budget
2. CC Resolution Capital Improvement Program Amendment
 - Exhibit 1 – CIP (Mid-Year Adjustments)

RESOLUTION NO. 18-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, AMENDING THE FISCAL YEAR 2017-18 ANNUAL OPERATING BUDGET, AND THE BUDGET AND FISCAL POLICIES

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The purpose of this review is to conduct an analysis of revenues and expenditures to ensure that the City maintains a prudent and healthy fiscal position.

Section 2. That each year a mid-year review is conducted of City operating budgets.

Section 3. That the mid-year review has been completed and the recommended adjustments are reflected in the attached schedules for the City's General Fund, Special Revenue, and Internal Services Funds.

Section 4. That the Fiscal Year 2017-18 General Fund and Measure S Fund Annual Operating Budgets are hereby amended in accordance with the attached Exhibit A, General Fund Fiscal Year 2017-18 Mid-Year Budget.

Section 5. That the Fiscal Year 2017-18 Special Revenue Funds Annual Operating Budgets are hereby amended in accordance with the attached Exhibit B – Special Revenue Funds Fiscal Year 2017-18 Mid-Year Budget.

Section 6. That the Fiscal Year 2017-18 Internal Services Funds Annual Operating Budgets are hereby amended in accordance with the attached Exhibit C, Internal Services Funds Fiscal Year 2017-18 Mid-Year Budget.

Section 7. That the Fiscal Year 2017-18 Capital Outlay and Technology Requests are hereby amended in accordance with the attached Exhibit D, Capital Outlay and Technology Requests.

Section 8. That the Fiscal Year 2017-18 Budget and Fiscal Policies are hereby amended in accordance with the attached Exhibit E, Budget and Fiscal Policies.

Section 9. That the Fiscal Year 2017-18 Schedule of Authorized Positions is hereby amended in accordance with the attached Exhibit F, Schedule of Authorized Positions.

Section 10. That Fund 102: RMRA Fund be established to account for activities related to the Road Maintenance and Rehabilitation Account, in accordance with the Road Repair and Accountability Act of 2017 (SB1 Beall).

Section 11. The City Clerk shall certify adoption of the resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 27th day of February, 2018.

Matt Rahn, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 18- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 27th day of February, 2018, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

EXHIBIT A



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

Fund: 001 GENERAL FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Prior Year Contractual Obligations	-	539,783	-	-	539,783	0.0%
Revenues by Category						
Taxes and Franchises	51,878,446	53,726,417	22,352,720	87,698	53,814,115	0.2%
Licenses, Permits and Service Charges	4,621,130	4,237,340	2,013,954	(54,045)	4,183,295	-1.3%
Fines and Forfeitures	776,425	726,079	279,693	7,046	733,125	1.0%
Use of Money and Property	(61,657)	220,109	33,349	(30,760)	189,349	-14.0%
Intergovernmental Revenues	7,492,126	7,771,348	-	41,228	7,812,576	0.5%
Reimbursements	2,246,042	2,702,551	535,872	(200,000)	2,502,551	-7.4%
Operating Transfers In	3,494,434	6,508,257	2,013,995	126,543	6,634,800	1.9%
Miscellaneous Revenue	208,064	143,065	98,482	18,234	161,299	12.7%
Total Operating Revenues	70,655,010	76,574,949	27,328,065	(4,056)	76,570,893	-0.01%
Expenditures by Department						
City Council	383,706	447,738	125,754	5,722	453,460	1.3%
Community Support	81,508	125,000	69,250	-	125,000	0.0%
City Manager	1,335,952	1,460,650	616,258	5,115	1,465,765	0.4%
Economic Development	1,002,016	1,450,205	561,028	5,310	1,455,515	0.4%
Emergency Management	121,884	130,086	56,313	4,072	134,158	3.1%
City Clerk	1,150,767	1,272,510	452,328	6,866	1,279,376	0.5%
City Attorney	739,277	565,000	410,789	200,000	765,000	35.4%
Finance	2,217,687	2,498,652	1,021,983	15,289	2,513,941	0.6%
Human Resources	735,177	948,742	346,701	31,123	979,865	3.3%
Planning	1,794,849	2,511,974	851,325	69,632	2,581,606	2.8%
Building & Safety	2,254,730	2,921,938	1,028,790	(335,590)	2,586,348	-11.5%
Land Development	1,439,427	1,842,804	729,989	32,250	1,875,054	1.8%
Public Works	5,254,933	5,945,311	1,786,026	(141,841)	5,803,470	-2.4%
CIP Admin	1,796,099	2,301,464	803,443	11,616	2,313,080	0.5%
Parks Maintenance	3,381,030	3,731,790	1,687,171	55,362	3,787,152	1.5%
Police	26,644,728	33,731,145	12,464,139	435	33,731,580	0.0%
Fire	5,436,554	8,106,538	1,556,735	5,630	8,112,168	0.1%
Animal Control	462,864	461,770	297,553	-	461,770	0.0%
Non Departmental:						
Property Tax Admin	78,293	82,208	-	-	82,208	0.0%
Recreation Funding	4,273,307	-	-	-	-	0.0%
Service Level B Funding	331,396	-	-	-	-	0.0%
Library Funding	549,542	-	-	-	-	0.0%
Audi Reimbursement	-	289,640	-	-	289,640	0.0%
Retiree Medical Contribution	1,554,383	3,329,927	333,714	-	3,329,927	0.0%
PERs Replacement Benefit	82,548	90,670	-	-	90,670	0.0%
Separation CAL Payout	-	100,000	-	-	100,000	0.0%
Classification Plan Stipend (Non-GF)	250,000	-	-	-	-	0.0%
2011 Financing Lease - 2001 & 2008 COPs	2,139,975	-	-	-	-	0.0%
Total Operating Expenditures	65,492,633	74,345,761	25,199,289	(29,009)	74,316,752	0.0%
Excess of Revenues Over (Under) Expenditures	5,162,377	2,229,188	2,128,776	24,953	2,254,141	1.1%

Fund Description

The General Fund is the main operating fund for the City of Temecula. It is used to account for all financial resources for the City that are not restricted to a special purpose and otherwise required to be accounted for in another fund. The General fund provides the resources necessary to sustain the day-to-day activities and pays for all administrative and operating expenditures.



Fund: 001 GENERAL FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Excess of Revenues Over (Under) Expenditures	5,162,377	2,229,188	2,128,776	24,953	2,254,141	1.1%
Operating Transfers Out / One Time Payments						
Pavement Management Program	(250,000)	-	-	-	-	0.0%
City and Parks Facility Rehabilitation	(295,000)	-	-	-	-	0.0%
Land Acquisition	(1,450,000)	-	-	-	-	0.0%
Workers' Compensation	-	-	-	-	-	0.0%
Capital Improvement Fund	(1,676,018)	-	-	-	-	0.0%
Intern Fellowship Program Fund	-	-	-	-	-	0.0%
2011 Financing Lease (Civic Center)	-	(2,135,231)	(1,066,594)	-	(2,135,231)	0.0%
Streetlight Acquisition Financing	-	(540,088)	-	540,088	-	-100.0%
Section 115 Pension Trust	-	-	-	(8,000,000)	(8,000,000)	0.0%
Business Incubator Fund	-	-	-	-	-	0.0%
Total Transfers Out / One Time Payments	(3,671,018)	(2,675,319)	(1,066,594)	(7,459,912)	(10,135,231)	278.8%
Fund Balance, Beginning of Year	32,201,921	33,693,280	33,693,280	-	33,693,280	0.0%
Fund Balance, End of Year	33,693,280	33,247,149	34,755,462	(7,434,959)	25,812,190	-22.4%

Detail of Fund Balance

Nonspendable:

Inventory	3,058	3,058	-	-	3,058	0.0%
Prepaid Costs	-	-	-	-	-	-100.0%
Deposits	1,325	1,325	-	-	1,325	0.0%
Committed To:					-	0.0%
Contractual Obligations	-	-	-	-	-	0.0%
Economic Uncertainty Reserve (20%)	13,098,527	14,869,152	-	(5,802)	14,863,350	0.0%
Secondary Reserve (5%)	3,274,632	3,717,288	-	(1,450)	3,715,838	0.0%
Pechanga IGA	332,647	359,259	-	-	359,259	0.0%
Assigned To:					-	0.0%
Capital Projects	-	1,693,028	-	-	1,693,028	0.0%
Unassigned:	16,983,092	12,604,039	-	-	5,176,333	-58.9%
	33,693,280	33,247,149	-	(7,252)	25,812,190	-22.4%



FUND: 002 MEASURE S FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Taxes and Franchises						
Sales Tax	6,046,646	23,000,000	10,947,009	-	23,000,000	0.0%
Use of Money and Property						
Investment Interest	829	-	8,193	-	-	0.0%
Total Revenues and Other Sources	6,047,474	23,000,000	10,955,202	-	23,000,000	0.0%
Expenditures by Category						
Operating Transfers Out - General Fund	1,236,114	4,994,180	1,248,545	-	4,994,180	0.0%
Operating Transfers Out - Vehicle Replacement	-	650,000	162,500	-	650,000	0.0%
Operating Transfers Out - Information Technology	200,000	330,251	48,750	(100,000)	230,251	-30.3%
Operating Transfers Out - IT Equipment Replacement	25,000	-	-	-	-	0.0%
Operating Transfers Out - TCSD	-	5,341,503	1,433,004	-	5,341,503	0.0%
Operating Transfers Out - Service Level B	-	360,251	200,305	-	360,251	0.0%
Operating Transfers Out - Library	-	726,734	181,684	44,000	770,734	6.1%
Operating Transfers Out - CIP	4,350,000	7,843,728	7,433,254	-	7,843,728	0.0%
Total Expenditures and Other Financing Uses	5,811,114	20,246,647	10,708,042	(56,000)	20,190,647	-0.3%
Excess of Revenues Over (Under) Expenditures	236,360	2,753,353	247,160	56,000	2,809,353	2.0%
Fund Balance, Beginning of Year	-	236,360	2,989,713	-	236,360	0.0%
Fund Balance, End of Year	236,360	2,989,713	3,236,874	56,000	3,045,713	1.9%

Fund Description

Measure S, approved by the voters on November 8, 2016, established a one-cent Transactions and Use Tax for the City. The measure was approved based on the commitment to maintain 9-1-1 emergency response times, prevent cuts to local paramedic/police/fire protection, school safety patrols, youth/after-school, senior and disabled services; improve freeway interchanges/reduce traffic and provide for other general services. It is estimated that this tax will generate approximately \$23 million annually.

EXHIBIT B



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 100 GAS TAX FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Taxes and Franchises						
Gas Tax	2,092,123	3,040,884	1,169,107	(637,581)	2,403,303	-21.0%
Use of Money and Property						
Investment Interest	1,434	500	1,751	2,500	3,000	500.0%
Total Revenues and Other Sources	2,093,557	3,041,384	1,170,858	(635,081)	2,406,303	-20.9%
Expenditures by Category						
Computer Software	-	-	-	-	-	0.0%
Equipment	62,606	-	-	-	-	0.0%
Operating Transfers Out - General Fund	2,030,951	1,212,442	419,159	(6,139)	1,206,303	-0.5%
Operating Transfers Out - CIP	-	1,828,942	341,187	(628,942)	1,200,000	-34.4%
Total Expenditures and Other Financing Uses	2,093,557	3,041,384	760,346	(635,081)	2,406,303	-20.9%
Excess of Revenues Over (Under) Expenditures	0	-	410,512	-	-	0.0%
Fund Balance, Beginning of Year	-	0	0	-	0	0.0%
Fund Balance, End of Year	0	0	410,512	-	0	0.0%

Fund Description

This fund was established to account for the tax per gallon on the purchase of motor vehicle fuel imposed by the State of California. A portion is allocated to the City of Temecula as specified in the California Streets and Highways Code (SHC) (Sections 2013, 2105, 2107 and 2107.5). Gas Tax monies are restricted to the repair, maintenance and upkeep of City streets and roads, and the purchase of equipment used to maintain roads.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 102 ROAD MAINTENANCE REHAB ACCOUNT (RMRA) FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Taxes and Franchises						
Gas Tax	-	-	-	633,191	633,191	100.0%
Total Revenues and Other Sources	-	-	-	633,191	633,191	100.0%
Expenditures by Category						
Operations and Maintenance	-	-	-	-	-	0.0%
Operating Transfer Out	-	-	-	616,222	616,222	0.0%
Total Expenditures and Other Financing Uses	-	-	-	616,222	616,222	0.0%
Excess of Revenues Over (Under) Expenditures	-	-	-	16,969	16,969	0.0%
Fund Balance, Beginning of Year	-	-	-	-	-	0.0%
Fund Balance, End of Year	-	-	-	16,969	16,969	0.0%

Fund Description

This fund is to account for gasoline and vehicle taxes pursuant to the Road Repair and Accountability Act of 2017 (SB1 Beall). Monies are collected by the State of California and allocated to local agencies for streets and roads projects and other transportation uses.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 120 DEVELOPMENT IMPACT FEES FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Taxes and Franchises						
Developer Participation	2,259,655	5,937,968	1,976,572	-	5,937,968	0.0%
Investment Interest	-	-	-	-	-	0.0%
Use of Money and Property						
Investment Interest	57,187	-	33,084	60,000	60,000	100.0%
Total Revenues and Other Sources	2,316,842	5,937,968	2,009,656	60,000	5,997,968	0.0%
Expenditures by Category						
Operations and Maintenance	-	11,790	-	-	11,790	0.0%
Operating Transfer Out - CIP	4,804,930	10,213,143	1,032,682	-	10,213,143	0.0%
Total Expenditures and Other Financing Uses	4,804,930	10,224,933	1,032,682	-	10,224,933	0.0%
Excess of Revenues Over (Under) Expenditures	(2,488,088)	(4,286,965)	976,974	60,000	(4,226,965)	-1.4%
Fund Balance, Beginning of Year	6,824,130	4,336,042	4,336,042	-	4,336,042	0.0%
Adjustment to Fund Balance						
Fund Balance, End of Year	4,336,042	49,077	5,313,016	60,000	109,077	(0)

Fund Description

This fund accounts for the development impact fees received as a result of development activity within the City. The fees are primarily used to fund Capital Improvement Projects designed to mitigate the impacts of development projects.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 125 PUBLIC, EDUCATION & GOVERNMENT (PEG) FEES

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Taxes and Franchises						
PEG Fees	292,534	297,651	29,758	(51,787)	245,864	-17.4%
Use of Money and Property						
Investment Interest	1,372	700	1,649	1,300	2,000	185.7%
Total Revenues and Other Sources	293,906	298,351	31,407	(50,487)	247,864	-16.9%
Expenditures by Category						
Operations and Maintenance	101,439	268,400	35,410	-	268,400	0.0%
Total Expenditures and Other Financing Uses	101,439	268,400	35,410	-	268,400	0.0%
Excess of Revenues Over (Under) Expenditures	192,467	29,951	(4,003)	(50,487)	(20,536)	-168.6%
Fund Balance, Beginning of Year	117,442	309,909	309,909	-	309,909	0.0%
Fund Balance, End of Year	309,909	339,861	305,906	(50,487)	289,374	-14.9%

Fund Description

This fund was established to account for Public Education and Government (PEG) fees. Fees received from local cable operators for the sole purpose of supporting the access facilities and activities within the City.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 135 BUSINESS INCUBATOR RESOURCE FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Use of Money and Property						
Investment Interest	546	-	-	-	-	0.0%
Reimbursement	5,519	-	-	-	-	0.0%
Rental Income	26,223	-	-	-	-	0.0%
Operating Transfers In						
General Fund	295,045	-	-	-	-	0.0%
Total Revenues and Other Sources	327,333	-	-	-	-	0.0%
Expenditures by Category						
Personnel	83,418	-	0	-	-	0.0%
Operations and Maintenance	26,241	-	0	-	-	0.0%
Facilities	131,637	-	0	-	-	0.0%
Operating Transfer Out - General Fund	-	130,635	130,635	-	130,635	0.0%
Total Expenditures and Other Financing Uses	241,296	130,635	130,635	-	130,635	0.0%
Excess of Revenues Over (Under) Expenditures	86,037	(130,635)	(130,635)	-	(130,635)	0.0%
Fund Balance, Beginning of Year	44,598	130,635	130,635	-	130,635	0.0%
Fund Balance, End of Year	130,635	(0)	(0)	-	(0)	0.0%

Fund Description

This fund was established to account for all activity at the City of Temecula Entrepreneur's Exchange Business Incubator (TVE²). The Business Incubator offers affordable, flexible and scalable space for startup businesses to network, collaborate and grow their business. Beginning in Fiscal Year 2017-18, this activity has been transferred to the Economic Development Department.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 140 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Intergovernmental Revenues						
Community Development Block Grant	433,026	1,367,707	363,622	-	1,367,707	0.0%
Total Revenues and Other Sources	433,026	1,367,707	363,622	-	1,367,707	0.0%
Expenditures by Category						
Personnel	103,137	104,593	46,137	-	104,593	0.0%
Operations and Maintenance	108,816	124,233	48,079	-	124,233	0.0%
Operating Transfers Out - CIP	221,073	1,138,881	269,406	-	1,138,881	0.0%
Total Expenditures and Other Financing Uses	433,026	1,367,707	363,622	-	1,367,707	0.0%
Excess of Revenues Over (Under) Expenditures	-	-	-	-	-	0.0%
Fund Balance, Beginning of Year	-	-	-	-	-	0.0%
Fund Balance, End of Year	-	-	-	-	-	0.0%

Fund Description

This fund was established to account for grants received from the U.S. Department of Housing and Urban Development (HUD). The grants are used for the redevelopment of a viable community by providing decent housing, a suitable living environment, and for expanding opportunities, principally for persons of low and moderate income.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 145 TEMECULA ENERGY EFFICIENCY ASSET MANAGEMENT (TEEM) FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Use of Money and Property						
Investment Interest	1,812	2,000	1,091	-	2,000	0.0%
Reimbursements						
Energy Efficiency Rebates	4,471	-	-	-	-	0.0%
Total Revenues and Other Sources	6,282	2,000	1,091	-	2,000	0.0%
Expenditures by Category						
Operating Transfers Out - CIP	40,000	50,000	-	-	50,000	0.0%
Total Expenditures and Other Financing Uses	40,000	50,000	-	-	50,000	0.0%
Excess of Revenues Over (Under) Expenditures	(33,718)	(48,000)	1,091	-	(48,000)	0.0%
Fund Balance, Beginning of Year	231,415	197,697	197,697	-	197,697	0.0%
Fund Balance, End of Year	197,697	149,697	198,788	-	149,697	0.0%

Fund Description

This fund was established to capture energy efficiency rebates and reimbursements as well as expenditure savings resulting from energy efficiency projects completed at various City facilities. Revenue collected in this fund will be utilized on future energy efficiency projects.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 150 AB 2766 MOTOR VEHICLE SUBVENTION FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Intergovernmental Revenues						
AB2766 Motor Vehicle Subvention Revenues	139,274	139,285	34,220	-	139,285	0.0%
Use of Money and Property						
Investment Interest	1,291	5,500	485	-	5,500	0.0%
Total Revenues and Other Sources	140,566	144,785	34,705	-	144,785	0.0%
Expenditures by Category						
Operations and Maintenance	29,455	10,000	10,000	-	10,000	0.0%
Operating Transfers Out - CIP	232,112	258,170	135,000	-	258,170	0.0%
Total Expenditures and Other Financing Uses	261,567	268,170	145,000	-	268,170	0.0%
Excess of Revenues Over (Under) Expenditures	(121,001)	(123,385)	(110,295)	-	(123,385)	0.0%
Fund Balance, Beginning of Year	257,168	136,167	136,167	-	136,167	0.0%
Fund Balance, End of Year	136,167	12,782	25,872	-	12,782	0.0%

Fund Description

This fund was established to account for State funds that are used to implement programs and projects that reduce air pollution from motor vehicles. This fund is used for Capital projects and the City's share of WRCOG's Clean Cities Coalition. Fiscal Years 2015-16 and 2016-17 included operational costs for the natural gas operated Harveston Trolley, which provides free transportation within the Temecula business district. For FY2017-18, this activity was transferred to the Economic Development Department.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 160 SUPPLEMENTAL LAW ENFORCEMENT SERVICES (SLESF) FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Intergovernmental Revenues						
SLESF Grant Revenue	217,888	171,000	99,539	-	171,000	0.0%
Use of Money and Property						
Investment Interest	187	-	285	-	-	0.0%
Total Revenues and Other Sources	218,076	171,000	99,824	-	171,000	0.0%
Expenditures by Category						
Operating Transfers Out - General Fund	218,076	171,000	82,975	-	171,000	0.0%
Total Expenditures and Other Financing Uses	218,076	171,000	82,975	-	171,000	0.0%
Excess of Revenues Over (Under) Expenditures	(0)	-	16,849	-	-	0.0%
Fund Balance, Beginning of Year	-	(0)	(0)	-	(0)	0.0%
Fund Balance, End of Year	(0)	(0)	16,849	-	(0)	0.0%

Fund Description

This fund was established to account for the Supplemental Law Enforcement Services grant monies from the State of California which are provided to assist cities in delivering front line law enforcement services. These monies supplement existing services and may not be used to supplant any existing funding for law enforcement services provided by the City.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 161 TEMECULA MAJOR CRIMES REWARD FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Use of Money and Property						
Investment Interest	199	300	150	-	300	0.0%
Total Revenues and Other Sources	199	300	150	-	300	0.0%
Expenditures by Category						
Operations and Maintenance	-	-	-	-	-	0.0%
Total Expenditures and Other Financing Uses	-	-	-	-	-	0.0%
Excess of Revenues Over (Under) Expenditures	199	300	150	-	300	0.0%
Fund Balance, Beginning of Year	25,463	25,662	25,662	-	25,662	0.0%
Fund Balance, End of Year	25,662	25,962	25,812	-	25,962	0.0%

Fund Description

This fund was established to account for a reward for information that leads to the capture and conviction of the person(s) responsible for the murder of Larry Robinson and Justin Triplett. The General Fund contributed \$25,000 and the public can also contribute to this fund. The fund was established in accordance with Resolution Nos. 13-25 and 15-37.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 165 AFFORDABLE HOUSING FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Use of Money and Property						
Residual Receipt Distribution	-	49,630	25,973	-	49,630	0.0%
Investment Interest	4,701	700	3,661	-	700	0.0%
Loan Interest	2,701	4,301	1,040	-	4,301	0.0%
Reimbursements	162	-	-	-	-	0.0%
Rental Income	111,528	196,000	-	-	196,000	0.0%
Forgivable Loan Repayment	48,550	-	679	-	-	0.0%
Intergovernmental Revenues						
Agency Trust Contributions	250,000	250,000	-	-	250,000	0.0%
Reimbursements						
Miscellaneous Non Taxable	75	-	-	-	-	0.0%
Total Revenues and Other Sources	417,717	500,631	31,354	-	500,631	0.0%
Expenditures by Category						
Personnel	168,787	179,325	87,796	-	179,325	0.0%
Operations and Maintenance	47,223	222,269	28,259	-	222,269	0.0%
Insurance	6,130	5,355	3,788	-	5,355	0.0%
Information Technology	16,838	18,008	8,952	-	18,008	0.0%
Support Services	280	2,109	127	-	2,109	0.0%
Facilities	8,660	9,005	4,150	-	9,005	0.0%
Total Expenditures and Other Financing Uses	247,918	436,071	133,072	-	436,071	0.0%
Excess of Revenues Over (Under) Expenditures	169,799	64,560	(101,718)	-	64,560	0.0%
Fund Balance, Beginning of Year	10,642,005	10,811,804	10,811,804	-	10,811,804	0.0%
Fund Balance, End of Year	10,811,804	10,876,364	10,710,086	-	10,876,364	0.0%
Detail of Fund Balance						
Nonspendable:						
Land Held for Resale	4,400,388	4,400,388	4,400,388	-	4,400,388	0.0%
Notes and Loans	345,817	345,817	345,817	-	345,817	0.0%
Advances to Successor Agency	5,250,954	5,250,954	5,250,954	-	5,250,954	0.0%
Restricted For:						
Community Development Projects	814,645	879,205	712,927	-	879,205	0.0%
	10,811,804	10,876,364	10,710,086	-	10,876,364	0.0%

Fund Description

The Affordable Housing fund contains the assets as well as loan and rental income which have been transferred to the City of Temecula from the former Redevelopment Agency .



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 170 MEASURE A FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Use of Money and Property						
Investment Interest	43,170	50,000	24,522	-	50,000	0.0%
Reimbursements						
Miscellaneous	-	-	35,483	35,483	35,483	0.0%
Intergovernmental Revenues						
Measure A Revenue	2,890,482	2,943,681	1,305,111	131,671	3,075,352	4.5%
Total Revenues and Other Sources	2,933,652	2,993,681	1,365,116	167,154	3,160,835	5.6%
Expenditures by Category						
Operations and Maintenance	899,828	2,064,256	466,937	-	2,064,256	0.0%
Operating Transfers Out - CIP	910,000	6,477,247	3,610,000	-	6,477,247	0.0%
Total Expenditures and Other Financing Uses	1,809,828	8,541,503	4,076,937	-	8,541,503	0.0%
Excess of Revenues Over (Under) Expenditures	1,123,824	(5,547,822)	(2,711,821)	167,154	(5,380,668)	-3.0%
Fund Balance, Beginning of Year	5,127,707	6,251,531	6,251,531	-	6,251,531	0.0%
Fund Balance, End of Year	6,251,531	703,709	3,539,710	167,154	870,863	23.8%

Fund Description

This fund was established to account for the City's allocation of the County of Riverside's additional one-half percent sales tax for transportation. These monies are restricted for use on local streets. In 2002, Measure A was extended by Riverside County voters. Measure A will continue to fund transportation improvements through 2039.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 395 2011 FINANCING LEASE

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Operating Transfers In						
General Fund	2,139,975	2,135,231	1,066,594	-	2,135,231	0.0%
Total Revenues and Other Sources	2,139,975	2,135,231	1,066,594	-	2,135,231	0.0%
Expenditures by Category						
Debt Service Interest	796,975	746,231	379,594	-	746,231	0.0%
Debt Service Principal	1,343,000	1,389,000	687,000	-	1,389,000	0.0%
Total Expenditures and Other Financing Uses	2,139,975	2,135,231	1,066,594	-	2,135,231	0.0%
Excess of Revenues Over (Under) Expenditures	0	-	(0)	-	-	0.0%
Fund Balance, Beginning of Year	-	0	0	-	0	0.0%
Fund Balance, End of Year	0	0	0	-	0	0.0%

Fund Description

This fund was established to account for the payment of interest and principal of the refunding of the 2001 and 2008 Certificates of Participation (COPs). The 2001 COPs were originally issued to finance the construction of the Community Recreation Center and the 2008 COPs were originally issued to finance the construction of the Civic Center.

EXHIBIT C



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 300 INSURANCE FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges For Services	894,113	796,335	565,863	175,300	971,635	22.0%
Use of Money and Property						
Investment Interest	2,435	3,900	1,250	-	3,900	0.0%
Total Revenues and Other Sources	896,548	800,235	567,113	175,300	975,535	21.9%
Expenses by Category						
Personnel	105,695	48,193	18,355	-	48,193	0.0%
Operations and Maintenance	789,207	752,440	441,210	175,300	927,740	23.3%
Total Expenses and Other Financing Uses	894,902	800,633	459,565	175,300	975,933	21.9%
Excess of Revenues Over (Under) Expenses	1,646	(398)	107,548	-	(398)	0.0%
Net Position, Beginning of Year	303,550	305,197	305,197	-	305,197	0.0%
Net Position, End of Year	305,197	304,799	412,745	-	304,799	0.0%

Fund Description

The Insurance Fund was established to account for the City's liability and property insurance costs. Fund Balance is a combination of both spendable and non spendable assets. These costs are allocated to each department based on the total number of Full Time Equivalent positions assigned to those departments. The City has a Self-Insured Retention (SIR) of \$150,000 per incident, and strives to maintain a fund balance equal to two times the SIR.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 305 WORKERS' COMPENSATION FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	635,533	664,444	290,566	-	664,444	0.0%
Use of Money and Property						
Investment Interest	4,676	1,000	4,637	-	1,000	0.0%
Total Revenues and Other Sources	640,209	665,444	295,203	-	665,444	0.0%
Expenses by Category						
Personnel	-	100,928	49,643	-	100,928	0.0%
Operations and Maintenance	129,981	205,389	62,845	-	205,389	0.0%
Total Expenses and Other Financing Uses	129,981	306,317	112,488	-	306,317	0.0%
Excess of Revenues Over (Under) Expenses	510,228	359,127	182,715	-	359,127	0.0%
Net Position, Beginning of Year	420,269	930,497	930,497	-	930,497	0.0%
Net Position, End of Year	930,497	1,289,624	1,113,212	-	1,289,624	0.0%

Fund Description

The Workers' Compensation Fund was established in Fiscal Year 2014-15 as the City transitions to a self-insured status for Workers' Compensation liabilities. Departments are charged based on each position allocated on a Full Time Equivalent basis, with a cost assigned to each position based on job duties and potential for risk. The desired Net Position for this fund is \$1.5 million, which represents three-times the City's Self-Insured Retention amount of \$500,000.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 310 VEHICLES AND EQUIPMENT FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	91,916	125,751	35,285	-	125,751	0.0%
Use of Money and Property						
Investment Interest	12,071	17,000	8,979	-	17,000	0.0%
Operating Transfers In						
Measure S	-	650,000	162,500	-	650,000	0.0%
Total Revenues and Other Sources	103,987	792,751	206,764	-	792,751	0.0%
Expenses by Category						
Operations and Maintenance	92,891	129,775	21,419	-	129,775	0.0%
Total Expenses and Other Financing Uses	92,891	129,775	21,419	-	129,775	0.0%
Excess of Revenues Over (Under) Expenses	11,096	662,976	185,345	-	662,976	0.0%
Net Position, Beginning of Year	1,919,663	1,930,758	1,930,758	-	1,930,758	0.0%
Net Position, End of Year	1,930,758	2,593,734	2,116,103	-	2,593,734	0.0%

Fund Description

The Vehicles and Equipment Fund was established to account for the depreciation of vehicles and capital equipment over their estimated useful lives, and to accumulate resources for the purchase of future replacement vehicles and equipment. Fund Balance is a combination of both spendable and non spendable assets. Departments are charged based on their percentage of assigned vehicles that carry a depreciable value.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 320 INFORMATION TECHNOLOGY FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	2,371,989	3,034,992	1,537,043	-	3,034,992	0.0%
Use of Money and Property						
Investment Interest	1,341	5,000	2,227	-	5,000	0.0%
Operating Transfers In						
General Fund	-	77,028	-	-	77,028	0.0%
Measure S	200,000	330,251	48,750	(100,000)	230,251	-30.3%
Total Revenues and Other Sources	2,573,330	3,447,271	1,588,020	(100,000)	3,347,271	-2.9%
Expenses by Category						
Personnel	1,337,846	1,815,900	825,477	-	1,815,900	0.0%
Operations and Maintenance	1,034,705	1,874,738	754,414	(100,000)	1,774,738	-5.3%
Total Expenses and Other Financing Uses	2,372,551	3,690,638	1,579,891	(100,000)	3,590,638	-2.7%
Excess of Revenues Over (Under) Expenses	200,779	(243,367)	8,129	-	(243,367)	0.0%
Net Position/Fund Balance Beginning of Year	38,193	306,811	306,811	-	306,811	0.0%
Adjustment to Net Position	67,838	-	-	-	-	-
Fund Balance, End of Year	306,811	63,444	314,940	-	63,444	0.0%

Fund Description

The Information Technology Fund was established to fund and account for computer and telephone system operating and maintenance expenses. It is also used to depreciate all related computer and telephone equipment over their useful lives. Fund Balance is a combination of both spendable and non spendable assets. Adjustments are made to Net Position to include additional spendable resources available for expenditure. Departments are charged based on the number of workstations assigned. The Ronald H. Roberts Temecula Public Library facility is charged directly for all IT expenditures and personnel costs related to the facility.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 325 TECHNOLOGY REPLACEMENT FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	238,857	261,056	131,191	-	261,056	0.0%
Operating Transfer In						
Operating Transfer In	19,651					
Measure S Fund	25,000	-	-	-	-	0.0%
Use of Money and Property						
Investment Interest	3,781	1,000	3,000	-	1,000	0.0%
Total Revenues and Other Sources	287,289	262,056	134,191	-	262,056	0.0%
Expenses by Category						
Operations and Maintenance	236,771	262,056	86,865	4,000	266,056	1.5%
Total Expenses and Other Financing Uses	236,771	262,056	86,865	4,000	266,056	1.5%
Excess of Revenues Over (Under) Expenses	50,518	-	47,326	(4,000)	(4,000)	100.0%
Net Position, Beginning of Year	1,227,949	1,278,467	1,278,467	-	1,278,467	0.0%
Net Position, End of Year	1,278,467	1,278,467	1,325,793	(4,000)	1,274,467	-0.3%

Fund Description

The Technology Replacement Fund was established in Fiscal Year 2014-15 in order to accumulate resources for computer and telephone equipment and software to fund future equipment replacement. Fund Balance is a combination of both spendable and non spendable assets. Contributions to this fund are made by departments utilizing the assets in an amount equivalent to the estimated cost to replace the item at the end of its useful life.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 330 SUPPORT SERVICES FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	352,771	413,184	165,158	-	413,184	0.0%
Use of Money and Property						
Investment Interest	3,356	5,000	2,445	-	5,000	0.0%
Total Revenues and Other Sources	356,127	418,184	167,603	-	418,184	0.0%
Expenses by Category						
Personnel	188,462	237,449	101,675	-	237,449	0.0%
Operations and Maintenance	161,471	177,736	55,775	2,600	180,336	1.5%
Total Expenses and Other Financing Uses	349,933	415,185	157,450	2,600	417,785	0.6%
Excess of Revenues Over (Under) Expenses	6,194	2,999	10,153	(2,600)	399	-86.7%
Net Position, Beginning of Year	460,934	467,128	467,128	-	467,128	0.0%
Net Position, End of Year	467,128	470,127	477,281	(2,600)	467,527	-0.6%

Fund Description

The Support Services Fund was established as a cost center for the City's central receptionist, duplicating, printing, and mailing activities. It is also used to depreciate all related copying and mailing equipment over their useful lives, and to accumulate resources for the purchase of future equipment. Fund Balance is a combination of both spendable and non spendable assets. Departments are charged based on a count of copies made in the previous fiscal year.



**City of Temecula
Fiscal Year 2017-18
Mid-Year Adjustments**

FUND: 340 FACILITIES FUND

Description	2016-17 Actuals	2017-18 Current Budget	Year to Date Actuals 12/31/2017	Proposed Increase (Decrease)	2017-18 Revised Budget	% Increase (Decrease)
Revenues by Source						
Licenses, Permits and Service Charges						
Charges for Services	1,282,403	1,434,471	636,483	-	1,434,471	0.0%
Use of Money and Property						
Investment Interest	3,446	4,000	2,425	-	4,000	0.0%
Total Revenues and Other Sources	1,285,849	1,438,471	638,908	-	1,438,471	0.0%
Expenses by Category						
Personnel	543,707	516,497	236,366	-	516,497	0.0%
Operations and Maintenance	739,483	924,766	348,712	-	924,766	0.0%
Total Expenses and Other Financing Uses	1,283,190	1,441,263	585,078	-	1,441,263	0.0%
Excess of Revenues Over (Under) Expenses	2,659	(2,792)	53,830	-	(2,792)	0.0%
Net Position, Beginning of Year	494,794	497,453	497,453	-	497,453	0.0%
Net Position, End of Year	497,453	494,661	551,283	-	494,661	0.0%

Fund Description

The Facilities Fund was established to account for the cost of the Civic Center, Former City Hall Facility, City Maintenance Facility, Field Operations Center, and Civic Center Parking Structure operations and maintenance. Fund Balance is a combination of both spendable and non spendable assets. Departments are charged based on square footage allotted as well as full time staff equivalents assigned.

EXHIBIT D

BUDGET AND FISCAL POLICIES

XII. PENSION RATE STABILIZATION POLICY

A. Establishment of an Internal Revenue Code (IRC) Section 115 Irrevocable Trust

The City contracts with the California Public Employees Retirement System (CalPERS) to provide pension benefits to its employees. The pension is funded with a combination of employer and employee contributions. To mitigate the volatility in the employer contribution rates, the City has established a Section 115 Trust to prefund its pension obligations. Assets from the Trust are restricted for the payment of pension obligations.

B. Funding of an Internal Revenue Code (IRC) Section 115 Irrevocable Trust

The primary benefit of a Section 115 Trust is the flexibility of investment options available to the Trust that cities are prohibited from utilizing. The broader investment options have the ability to generate higher yields and investment earnings, thereby increasing the assets held in trust.

To establish the Section 115 Trust, a one-time contribution of \$8 million will be deposited as seed funding during Fiscal Year 2017-18.

Effective Fiscal Year 2018-19 and every year thereafter until amended by Council;

1. At a minimum, an amount equivalent to 26% of Total Payroll may be deposited into the Section 115 Trust in July for the ensuing fiscal year, so long as the City has adequate cash flow for operations.
2. Thirty percent (30%) of the Operating Budget Surplus within the General Fund may be deposited into the Section 115 Trust, up to a maximum contribution of \$2 million per year. The Operating Budget Surplus is defined as the excess amount over the budgeted Revenue over Expenditures calculation.
3. Additional Trust contributions may be programmed through the Annual Operating Budget process each year, as approved by Council.

Annual pension liability payments to CalPERS shall be made from the proceeds of the Section 115 Trust, so long as adequate proceeds are available in the Section 115 Trust.

EXHIBIT E



SCHEDULE OF AUTHORIZED POSITIONS

As of February 27, 2017

	FY2017-18 Number of Positions	Salary Schedule		Bargaining Unit*	Exempt/ Non- Exempt
		Minimum	Maximum		
<u>CITY COUNCIL</u>					
Councilmember	5.0	600	800	N/A	E
City Council Subtotal:	5.0				
<u>CITY MANAGER</u>					
Assistant City Manager	1.0	12,476	17,628	Exec	E
City Manager	1.0	N/A	19,313	Contract	E
Executive Assistant (Y-Rate)	1.0	5,050	7,110	MCP	E
Senior Management Analyst (Y-Rate)	1.0	6,751	9,506	MCP	E
City Manager Subtotal:	4.0				
<u>ECONOMIC DEVELOPMENT</u>					
Administrative Assistant (Y-Rate) (Confidential)	1.0	3,822	5,381	MCP	NE
Management Analyst	1.0	5,523	7,804	MCP	E
Management Analyst (Y-Rate)	2.0	6,111	8,607	MCP	E
Economic Development Subtotal:	4.0				
<u>CITY CLERK</u>					
Administrative Assistant (Y-Rate)	1.0	3,822	4,892	Rep	NE
City Clerk (Y-Rate)	1.0	9,058	12,753	Exec	E
Management Aide I	1.0	3,054	3,909	Rep	NE
Office Specialist II	1.0	3,208	4,107	Rep	NE
Records Manager	1.0	5,661	7,999	MCP	E
Records Technician	1.0	3,288	4,209	Rep	NE
City Clerk Subtotal:	6.0				
<u>HUMAN RESOURCES</u>					
Human Resources Manager	1.0	7,428	10,495	MCP	E
Human Resources Technician I (Confidential)	1.0	4,315	6,096	MCP	NE
Management Analyst	1.0	5,523	7,804	MCP	E
Senior Office Specialist (Confidential)	1.0	3,541	5,004	MCP	NE
Human Resources Subtotal:	4.0				
<u>EMERGENCY MANAGEMENT</u>					
Risk Manager (Y-Rate)	1.0	7,541	10,618	MCP	E
Emergency Management Subtotal:	1.0				
<u>FINANCE</u>					
Accountant I (Confidential)	1.0	5,661	7,999	MCP	NE
Accounting Assistant	1.0	4,007	5,129	Rep	NE
Accounting Assistant - Cashier	1.0	4,007	5,129	Rep	NE
Accounting Technician I	1.0	4,422	5,661	Rep	NE
Accounting Technician II	1.0	4,646	5,948	Rep	NE
Administrative Assistant (Y-Rate)	1.0	3,822	4,892	Rep	NE
Business License Technician	1.0	4,422	5,661	Rep	NE
Director of Finance	1.0	11,027	15,580	Exec	E
Fiscal Services Manager	2.0	7,428	10,495	MCP	E
Payroll Coordinator (Confidential)	1.0	4,422	6,249	MCP	NE
Purchasing Manager	1.0	6,249	8,829	MCP	E



SCHEDULE OF AUTHORIZED POSITIONS

As of February 27, 2017

	FY2017-18 Number of Positions	Salary Schedule		Bargaining Unit*	Exempt/ Non- Exempt
		Monthly Salary Minimum	Maximum		
Senior Management Analyst	1.0	6,096	8,614	MCP	E
Finance Subtotal:	13.0				
<u>INFORMATION TECHNOLOGY</u>					
Administrative Assistant	0.5	3,720	4,762	Rep	NE
Assistant Director Information Technology/Support Svcs	1.0	8,829	12,476	MCP	E
Director of Information Technology/Support Svcs	1.0	10,239	14,468	Exec	E
Information Technology Administrator	2.0	7,247	10,239	MCP	E
Information Technology Supervisor	1.0	6,565	8,404	Rep	NE
IT Specialist I	1.0	5,129	6,565	Rep	NE
Senior IT Specialist	4.0	5,948	7,614	Rep	NE
<u>Support Services</u>					
Office Specialist II - AM	0.6	3,208	4,107	Rep	NE
Office Specialist II - PM	0.6	3,208	4,107	Rep	NE
Support Services Supervisor	1.0	3,909	5,004	Rep	NE
Support Services Technician	0.5	3,208	4,107	Rep	NE
Information Technology Subtotal:	13.2				



SCHEDULE OF AUTHORIZED POSITIONS

As of February 27, 2017

	FY2017-18 Number of Positions	Salary Schedule		Bargaining Unit*	Exempt/ Non- Exempt
		Minimum	Maximum		
COMMUNITY DEVELOPMENT					
Administrative Assistant (Y-Rate)	1.0	3,822	4,892	Rep	NE
Director of Community Development	1.0	11,027	15,580	Exec	E
Principal Management Analyst	1.0	6,729	9,508	MCP	E
SARDA/CDBG/Service Level D					
Associate Planner II	1.0	6,249	7,999	Rep	NE
Planning					
Assistant Planner	1.0	5,129	6,565	Rep	NE
Associate Planner I	2.0	5,661	7,247	Rep	NE
Community Development Technician I	2.0	4,107	5,257	Rep	NE
Community Development Technician II	2.0	4,533	5,803	Rep	NE
Planning Technician	1.0	4,646	5,948	Rep	NE
Principal Planner	1.0	7,614	10,758	MCP	E
Senior Planner	1.0	6,898	9,746	MCP	E
Building and Safety/Code Enforcement					
Building Inspector II	3.0	5,803	7,428	Rep	NE
Building Official	1.0	9,276	13,107	MCP	E
Code Enforcement Officer I	1.0	4,315	5,523	Rep	NE
Code Enforcement Officer II	1.0	4,762	6,096	Rep	NE
Senior Building Inspector	1.0	6,405	8,199	Rep	NE
Senior Code Enforcement Officer	1.0	5,257	6,729	Rep	NE
Senior Community Devel. Svcs. Technician (Y-Rate)	1.0	5,081	6,504	Rep	NE
Senior Office Specialist	2.0	3,541	4,533	Rep	NE
Community Development Subtotal:	25.0				
PUBLIC WORKS					
Administrative Assistant (Y-Rate)	1.0	3,822	4,892	Rep	NE
Director of Public Works	1.0	11,875	16,778	Exec	E
Senior Management Analyst (Y-Rate)	1.0	6,751	9,506	MCP	E
CIP Administration					
Associate Civil Engineer	2.0	7,428	9,508	Rep	E
Associate Engineer I	1.0	6,405	8,199	Rep	E
Associate Engineer II	1.0	7,070	9,050	Rep	E
Construction Manager	1.0	7,070	9,050	Rep	E
Principal Civil Engineer	1.0	9,276	13,107	MCP	E
Senior Civil Engineer	2.0	8,404	11,875	MCP	E
Senior Public Works Inspector	1.0	5,257	6,729	Rep	NE
Senior Public Works Inspector (Y-Rate)	1.0	5,585	7,150	Rep	NE
Land Development					
Assistant Engineer II	1.0	5,803	7,428	Rep	NE
Associate Civil Engineer	2.0	7,428	9,508	Rep	E
Associate Engineer II	2.0	7,070	9,050	Rep	E
Office Specialist I	1.0	3,054	3,909	Rep	NE
Principal Civil Engineer	1.0	9,276	13,107	MCP	E
Public Works Inspector I	1.0	4,315	5,523	Rep	NE
Senior Public Works Inspector	1.0	5,257	6,729	Rep	NE
Traffic					
Associate Engineer I	1.0	6,405	8,199	Rep	E
Associate Engineer II	1.0	7,070	9,050	Rep	E



SCHEDULE OF AUTHORIZED POSITIONS

As of February 27, 2017

	FY2017-18 Number of Positions	Salary Schedule		Bargaining Unit*	Exempt/ Non- Exempt
		Monthly Salary Minimum	Maximum		
Senior Office Specialist	1.0	3,541	4,533	Rep	NE
Senior Signal Technician	2.0	6,249	7,999	Rep	NE
Maintenance (Streets, Facilities, Parks)					
Custodian I	1.0	2,506	3,208	Rep	NE
Custodian II (Y-Rate)	1.0	2,861	3,662	Rep	NE
Lead Maintenance Worker	6.0	4,422	5,661	Rep	NE
Lead Maintenance Worker - Facilities	2.0	4,762	6,096	Rep	NE
Maintenance Superintendent	2.0	6,898	9,746	MCP	E
Maintenance Supervisor	1.0	6,249	8,829	MCP	E
Maintenance Supervisor - Landscape	1.0	6,729	9,508	MCP	E
Maintenance Worker I	4.0	3,630	4,646	Rep	NE
Maintenance Worker I - Facilities	1.0	3,909	5,004	Rep	NE
Maintenance Worker II	4.0	4,007	5,129	Rep	NE
Maintenance Worker II - Facilities	1.0	4,315	5,523	Rep	NE
Management Assistant (Y-Rate)	1.0	4,868	6,234	Rep	NE
Office Specialist II	1.0	3,208	4,107	Rep	NE
Senior Landscape Inspector	1.0	5,523	7,070	Rep	NE
Senior Office Specialist	1.0	3,541	4,533	Rep	NE
Public Works Subtotal:	55.0				



SCHEDULE OF AUTHORIZED POSITIONS

As of February 27, 2017

	FY2017-18 Number of Positions	Salary Schedule		Bargaining Unit*	Exempt/ Non- Exempt
		Minimum	Maximum		
<u>FIRE</u>					
Administrative Assistant	1.0	3,720	4,762	Rep	NE
Community Development Tech I - Fire	1.0	4,107	5,257	Rep	NE
Community Development Tech II - Fire	1.0	4,533	5,803	Rep	NE
Fire Inspector I	1.0	6,096	7,804	Rep	NE
Fire Subtotal:	4.0				
<u>COMMUNITY SERVICES</u>					
Aquatics Coordinator	1.0	4,533	5,803	Rep	NE
Community Services Assistant	1.0	3,288	4,209	Rep	NE
Community Services Coordinator I	2.0	4,209	5,388	Rep	NE
Community Services Manager **	6.0	6,898	9,746	MCP	E
Community Services Superintendent	1.0	7,614	10,758	MCP	E
Community Services Supervisor I	2.0	4,882	6,249	Rep	NE
Community Services Supervisor II	2.0	5,129	6,565	Rep	NE
Director of Community Services	1.0	11,027	15,580	Exec	E
Management Aide III	2.0	3,720	4,762	Rep	NE
Management Aide II	4.0	3,371	4,315	Rep	NE
Management Aide I	1.0	3,054	4,007	Rep	NE
Management Analyst	1.0	5,523	7,804	MCP	E
Office Specialist I **	1.0	3,054	3,909	Rep	NE
Office Specialist II	1.0	3,208	4,107	Rep	NE
Park Ranger II	2.0	4,315	5,523	Rep	NE
Park Ranger I	1.0	3,909	5,004	Rep	NE
Senior Administrative Assistant	1.0	4,107	5,257	Rep	NE
Senior Management Analyst (Y-Rate)	1.0	6,751	9,506	MCP	E
Senior Recreation Leader	1.0	2,766	3,541	Rep	NE
Theater Technical Assistant	1.0	3,288	4,209	Rep	NE
Theater Technical Coordinator II	1.0	4,422	5,661	Rep	NE
Community Services Subtotal:	34.0				

Total By Department	Positions
City Council	5.0
City Manager	4.0
Economic Development	4.0
City Clerk	6.0
Emergency Management	1.0
Human Resources	4.0
Finance	13.0
Information Technology	13.2
Community Development	25.0
Public Works	55.0
Fire	4.0
Community Services	34.0
Total of Authorized Positions:	168.2
Total of Authorized/Unfunded Positions:	2.0

* Bargaining Units:

Rep = Represented,
MCP = Management/Confidential,
Exec = Executive

** Unfunded Positions include:

(1) Office Specialist I (TCSD), and
(1) Community Services Manager

The two TCSD positions are associated with the former YMCA facility and will remain unfunded until the facility has been remediated and is ready for operation.

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
ADMINISTRATIVE																
Executive Assistant (Y-Rate)	4	29.13 5,049.61 60,595.32	29.86 5,176.34 62,116.08	30.61 5,305.82 63,669.84	31.37 5,438.03 65,256.36	32.16 5,574.32 66,891.84	32.96 5,713.34 68,560.08	33.79 5,856.45 70,277.40	34.63 6,002.29 72,027.48	35.49 6,152.19 73,826.28	36.38 6,306.21 75,674.52	37.29 6,464.31 77,571.72	38.10 6,603.33 79,239.96	39.05 6,768.23 81,218.76	40.02 6,937.25 83,247.00	41.02 7,110.34 85,324.08
Executive Assistant	4	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65
Senior Administrative Assistant	4	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55
Administrative Assistant (Y-Rate)	3	22.05 3,821.62 45,859.44	22.60 3,917.00 47,004.00	23.16 4,015.13 48,181.56	23.75 4,116.01 49,392.12	24.34 4,219.58 50,634.96	24.95 4,324.51 51,894.12	25.57 4,432.20 53,186.40	26.21 4,542.60 54,511.20	26.86 4,655.73 55,868.76	27.53 4,771.55 57,258.60	28.22 4,891.50 58,698.00	28.83 4,996.45 59,957.40	29.55 5,121.83 61,461.96	30.29 5,249.95 62,999.40	31.04 5,380.79 64,569.48
Administrative Assistant	3	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,969.06	26.81 4,646.33 57,149.86	27.48 4,762.49 58,578.60	28.16 4,881.55 60,043.07	28.87 5,003.59 61,544.15	29.59 5,128.68 63,082.75	30.33 5,256.90 65,082.75
Senior Office Specialist	2	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,969.06	26.81 4,646.33 57,149.86	27.48 4,762.49 58,578.60	28.16 4,881.55 60,043.07	28.87 5,003.59 62,043.07
Office Specialist II	1	18.51 3,208.13 38,497.57	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 55,082.75
Office Specialist I	1	17.62 3,053.55 36,642.54	18.06 3,129.88 37,558.60	18.51 3,208.13 38,497.57	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95
ANALYST																
Principal Management Analyst	7	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41
Senior Management Analyst (Y-Rate)	6	38.95 6,750.53 81,006.36	39.92 6,919.52 83,034.24	40.92 7,092.62 85,111.44	41.92 7,266.62 87,199.44	42.99 7,451.04 89,412.48	44.06 7,637.79 91,653.48	45.16 7,828.59 93,943.08	46.30 8,024.84 96,298.08	47.45 8,225.19 98,702.28	48.64 8,430.99 101,171.88	49.86 8,642.24 103,706.88	50.93 8,827.60 105,931.20	52.20 9,048.38 108,580.56	53.51 9,274.64 111,295.68	54.84 9,506.33 114,075.96
Senior Management Analyst	6	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43
Management Analyst (Y-Rate)	5	35.26 6,111.32 73,335.84	36.14 6,263.96 75,167.52	37.04 6,420.69 77,048.28	37.97 6,581.51 78,978.12	38.92 6,746.44 80,957.28	39.90 6,915.42 82,985.04	40.90 7,088.53 85,062.36	41.92 7,265.71 87,188.52	42.96 7,446.97 89,363.64	44.04 7,633.69 91,604.28	45.14 7,824.50 93,894.00	46.11 7,992.14 95,905.68	47.26 8,192.50 98,310.00	48.44 8,396.91 100,762.92	49.65 8,606.80 103,281.60
Management Analyst	5	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70
Management Assistant (Y-Rate)	4	28.09 4,868.34 58,420.08	28.79 4,989.63 59,875.56	29.51 5,115.02 61,380.24	30.25 5,243.13 62,917.56	31.00 5,373.99 64,487.88	31.78 5,508.91 66,106.92	32.58 5,646.57 67,758.84	33.39 5,788.29 69,459.48	34.23 5,932.77 71,193.24	35.08 6,081.33 72,975.96	35.97 6,233.97 74,807.64				
Management Assistant	4	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55
Management Aide III	3	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,969.06	26.81 4,646.33 57,149.86	27.48 4,762.49 58,578.60	28.16 4,881.55 60,043.07	28.87 5,003.59 61,544.15	29.59 5,128.68 63,082.75	30.33 5,256.90 65,082.75
Management Aide II	2	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,969.06	27.48 4,762.49 58,578.60	28.87 5,003.59 62,043.07
Management Aide I	1	17.62 3,053.55 36,642.54	18.06 3,129.88 37,558.60	18.51 3,208.13 38,497.57	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95
Intern	1	9.50 1,647.05	9.74 1,688.23	9.98 1,730.44	10.23 1,773.70	10.49 1,818.04	10.75 1,863.49	11.02 1,910.08	11.30 1,957.83	11.58 2,006.77	11.87 2,056.94	12.16 2,108.37				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
		19,764.64	20,258.76	20,765.23	21,284.36	21,816.47	22,361.88	22,920.92	23,493.95	24,081.30	24,683.33	25,300.41				
COMMUNITY DEVELOPMENT																
Director of Community Development	8	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16
COMMUNITY DEVELOPMENT - BUILDING & SAFETY																
Building Official	7	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29
Field Supervisor - Building	4	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41				
Plan Checker	4	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46				
Senior Building Inspector	3	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56				
Building Inspector II	2	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27				
Building Inspector I	1	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25				
COMMUNITY DEVELOPMENT - CODE ENFORCEMENT																
Field Supervisor - Code Enforcement	4	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27				
Senior Code Enforcement Officer	3	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25				
Code Enforcement Officer II	2	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65				
Code Enforcement Officer I	1	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,759.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31				
COMMUNITY DEVELOPMENT - PLANNING																
Planning Manager	7	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52
Principal Planner	6	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01
Senior Planner	5	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89
Associate Planner II	4	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86				
Associate Planner I	3	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	39.79 7,069.94 84,839.29	40.79 7,246.69 86,960.27				
Assistant Planner	2	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71				
Planning Technician	1	26.81 4,646.33	27.48 4,762.49	28.16 4,881.55	28.87 5,003.59	29.59 5,128.68	30.33 5,256.90	31.09 5,388.32	31.86 5,523.03	32.66 5,661.10	33.48 5,802.63	34.31 5,947.70				

Class Family / Title	Level	Salary Steps										MCP Only					
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	
COMMUNITY DEVELOPMENT - SERVICES																	
CommDev Processing Supervisor	4	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29					
Senior CommDev Services Technician	3	29.31 5,080.94 60,971.28	30.04 5,207.71 62,492.52	30.80 5,338.54 64,062.48	31.57 5,472.11 65,665.32	32.36 5,608.40 67,300.80	33.17 5,748.78 68,985.36	33.99 5,891.88 70,702.56	34.84 6,039.08 72,468.96	35.71 6,190.36 74,284.32	36.61 6,345.73 76,148.76	37.52 6,503.82 78,045.84					
Senior CommDev Services Technician	3	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20					
CommDev Services Technician II	2	26.15 4,533.00 54,396.06	27.48 4,646.33 55,755.96	28.16 4,762.49 57,149.86	28.87 4,881.55 58,578.60	29.59 5,003.59 60,043.07	30.33 5,128.68 61,544.15	31.09 5,256.90 63,082.75	31.86 5,388.32 64,659.82	32.66 5,523.03 66,276.31	33.48 5,661.10 67,933.22	34.31 5,802.63 69,631.55					
CommDev Services Technician I	1	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75					
CITY CLERK																	
City Clerk (Y-Rate)	8	52.26 9,057.92 108,695.04	53.56 9,284.17 111,410.04	54.90 9,515.87 114,190.44	56.28 9,754.38 117,052.56	57.68 9,998.34 119,980.08	59.12 10,247.74 122,972.88	60.60 10,503.98 126,047.76	62.12 10,767.01 129,204.12	63.67 11,035.53 132,426.36	65.25 11,310.84 135,730.08	66.88 11,592.96 139,115.52	68.55 11,882.51 142,590.12	70.27 12,179.89 146,158.68	72.03 12,484.87 149,818.44	73.57 12,752.79 153,033.48	
City Clerk	8	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	
Deputy City Clerk	7	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	
Records Manager	6	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	
Records Supervisor	4	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22					
Senior Records Coordinator	3	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15					
Records Coordinator	2	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96					
Records Technician	1	18.97 3,288.33 39,460.01	19.45 3,370.54 40,466.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15					
CITY MANAGER																	
City Manager	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	111.42 19,312.50 231,750.00	
Assistant City Manager	8	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16	92.13 15,969.94 191,639.29	94.44 16,369.19 196,430.27	96.80 16,778.42 201,341.03	99.22 17,197.88 206,374.56	101.70 17,627.83 211,533.92	
Deputy City Manager	7	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16	92.13 15,969.94 191,639.29	94.44 16,369.19 196,430.27
Assistant to the City Manager	6	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	
Economic Development Manager	5	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
COMMUNITY SERVICES																
Director of Community Services	8	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16
Asst Director of Community Services	7	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52
Community Services Superintendent	6	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01
Community Services Manager	5	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89
Community Services Supervisor II	4	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71				
Community Services Supervisor I	4	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57				
Community Services Coordinator II	3	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
Community Services Coordinator I	3	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82				
Community Services Specialist II	2	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60				
Community Services Specialist I	2	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96				
Community Services Assistant	1	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15				
COMMUNITY SERVICES - AQUATICS																
Aquatics Supervisor II	4	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25				
Aquatics Supervisor I	4	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20				
Aquatics Coordinator	3	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55				
Lead Lifeguard	2	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75				
Senior Lifeguard	1	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86				
Lifeguard	1	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06				
COMMUNITY SERVICES - PARK RANGERS																
Supervising Park Ranger	4	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25				
	3	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
Park Ranger III		4,762.49 57,149.86	4,881.55 58,578.60	5,003.59 60,043.07	5,128.68 61,544.15	5,256.90 63,082.75	5,388.32 64,659.82	5,523.03 66,276.31	5,661.10 67,933.22	5,802.63 69,631.55	5,947.70 71,372.34	6,096.39 73,156.65				
Park Ranger II	2	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31				
Park Ranger I	1	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07				
COMMUNITY SERVICES - THEATER																
Theater Technical Coordinator II	3	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
Theater Technical Coordinator I	3	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82				
Theater Technical Specialist II	2	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60				
Theater Technical Specialist I	2	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96				
Theater Technical Assistant	1	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11	20.94 3,629.71 43,556.47	21.46 3,720.45 44,645.38	22.00 3,813.46 45,761.51	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15				
FINANCE																
Director of Finance	8	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16
Assistant Director of Finance	7	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05
Fiscal Services Manager	6	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40
FINANCE - ACCOUNTING																
Senior Accountant	4	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49
Accountant II	3	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25
Accountant I	3	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86
FINANCE - ACCOUNTING SUPPORT																
Accounting Support Supervisor	4	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86
Senior Accounting Technician	3	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27
Accounting Technician II	2	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71
Accounting Technician I	2	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.72
	1	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
Accounting Assistant		4,006.52 48,078.19	4,106.68 49,280.14	4,209.35 50,512.15	4,314.58 51,774.95	4,422.44 53,069.32	4,533.00 54,396.06	4,646.33 55,755.96	4,762.49 57,149.86	4,881.55 58,578.60	5,003.59 60,043.07	5,128.68 61,544.15	5,256.90 63,082.75	5,388.32 64,659.82	5,523.03 66,276.31	5,661.10 67,933.22
Cashier	1	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15				
FINANCE - BUSINESS LICENSE																
Business License Supervisor	4	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03				
Senior Business License Technician	3	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57				
Business License Technician	2	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
Business License Assistant	1	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15				
FINANCE - PAYROLL																
Payroll Manager	5	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64
Payroll Administrator	4	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86
Payroll Supervisor	4	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63
Senior Payroll Coordinator	3	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03
Payroll Coordinator	2	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	33.48 5,947.70 71,372.34	34.31 6,096.39 73,156.65	35.17 6,248.80 74,985.57
Payroll Technician	1	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22
FINANCE - PURCHASING																
Purchasing Manager	5	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64
Purchasing Supervisor	4	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27				
Senior Buyer	3	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71				
Buyer II	2	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34				
Buyer I	2	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
Purchasing Assistant	1	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15				
FIRE																
	4	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.86	56.23	57.63				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
Field Supervisor - Fire		7,803.89 93,646.70	7,998.99 95,987.86	8,198.96 98,387.56	8,403.94 100,847.25	8,614.04 103,368.43	8,829.39 105,952.64	9,050.12 108,601.46	9,276.37 111,316.49	9,508.28 114,099.41	9,745.99 116,951.89	9,989.64 119,875.69				
Senior Fire Inspector	4	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41				
Fire Inspector II	2	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43				
Fire Inspector I	1	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70				
HUMAN RESOURCES																
Director of HR/Risk Management	8	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74
Asst Director of HR/Risk Management	7	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05
HR Manager	6	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40
Risk Manager (Y-Rate)	6	43.51 7,541.00 90,492.00	44.59 7,729.10 92,749.20	45.71 7,922.62 95,071.44	46.85 8,120.25 97,443.00	48.02 8,323.32 99,879.84	49.22 8,531.85 102,382.20	50.46 8,745.84 104,950.08	51.71 8,963.90 107,566.80	53.00 9,187.40 110,248.80	54.33 9,417.75 113,013.00	55.69 9,653.53 115,842.36	56.89 9,860.70 118,328.40	58.31 10,107.37 121,288.44	59.77 10,359.51 124,314.12	61.26 10,618.46 127,421.52
Risk Manager	6	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40
HR Supervisor	4	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70
Senior HR Technician	3	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29
HR Technician II	2	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20
HR Technician I	2	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65
HR Assistant	1	22.55 3,908.80 46,905.55	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31
INFORMATION TECHNOLOGY																
Director of IT/Support Services	8	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74
Asst Director of IT/Support Services	7	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31
IT Manager	6	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34
IT Administrator	5	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58
IT Supervisor	4	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
Senior IT Specialist	3	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63				
IT Specialist II	2	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03				
IT Specialist I	2	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71				
IT Technician II	1	26.81 4,646.33 55,759.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34				
IT Technician I	1	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,759.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
PUBLIC WORKS																
Director of PW/City Engineer	8	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74	85.56 14,829.68 177,956.13	87.69 15,200.42 182,405.04	89.89 15,580.43 186,965.16	92.13 15,969.94 191,639.29	94.44 16,369.19 196,430.27	96.80 16,778.42 201,341.03
PUBLIC WORKS - CUSTODIAL																
Custodian II (Y-Rate)	2	16.50 2,860.76 34,329.12	16.91 2,931.64 35,179.68	17.34 3,005.22 36,062.64	17.77 3,080.20 36,962.40	18.22 3,157.87 37,894.44	18.67 3,236.93 38,843.16	19.14 3,317.35 39,808.20	19.62 3,400.47 40,805.64	20.11 3,484.98 41,819.76	20.61 3,572.19 42,866.28	21.13 3,662.17 43,946.04				
Custodian II	2	15.96 2,766.36 33,196.33	16.36 2,835.52 34,026.24	16.77 2,906.41 34,876.90	17.19 2,979.07 35,748.82	17.62 3,053.55 36,642.54	18.06 3,129.88 37,558.60	18.51 3,208.13 38,497.57	18.97 3,288.33 39,460.01	19.45 3,370.54 40,446.51	19.93 3,454.81 41,457.67	20.43 3,541.18 42,494.11				
Custodian I	1	14.46 2,506.19 30,074.24	14.82 2,568.84 30,826.10	15.19 2,633.06 31,596.75	15.57 2,698.89 32,386.67	15.96 2,766.36 33,196.33	16.36 2,835.52 34,026.24	16.77 2,906.41 34,876.90	17.19 2,979.07 35,748.82	17.62 3,053.55 36,642.54	18.06 3,129.88 37,558.60	18.51 3,208.13 38,497.57				
PUBLIC WORKS - ENGINEERING																
Engineering Manager	7	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29	77.51 13,434.96 161,219.47	79.45 13,770.83 165,249.96	81.43 14,115.10 169,381.21	83.47 14,467.98 173,615.74
Principal Civil Engineer	6	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52	70.22 12,171.41 146,056.89	71.98 12,475.69 149,708.31	73.77 12,787.58 153,451.02	75.62 13,107.27 157,287.29
Senior Civil Engineer	5	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01	63.62 11,026.69 132,320.33	65.21 11,302.36 135,628.34	66.84 11,584.92 139,019.05	68.51 11,874.54 142,494.52
Associate Civil Engineer	4	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41				
Associate Engineer II	4	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46				
Associate Engineer I	3	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56				
Assistant Engineer II	2	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27				
Assistant Engineer I	2	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29				
Engineering Technician II	1	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20				
	1	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
Engineering Technician I		4,762.49 57,149.86	4,881.55 58,578.60	5,003.59 60,043.07	5,128.68 61,544.15	5,256.90 63,082.75	5,388.32 64,659.82	5,523.03 66,276.31	5,661.10 67,933.22	5,802.63 69,631.55	5,947.70 71,372.34	6,096.39 73,156.65				
PUBLIC WORKS - INSPECTIONS																
Construction Manager	4	40.79 7,069.94 84,939.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46				
Supervising PW Inspector	4	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27				
Senior PW Inspector (Y-Rate)	3	32.22 5,585.24 67,023.01	33.02 5,724.87 68,690.96	33.85 5,868.00 70,408.00	34.70 6,014.70 72,174.75	35.56 6,165.07 73,973.12	36.45 6,319.20 75,821.62	37.37 6,477.18 77,719.20	38.30 6,639.10 79,665.46	39.26 6,805.08 81,660.59	40.24 6,975.21 83,704.61	41.25 7,149.59 85,798.54				
Senior PW Inspector	3	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25				
PW Inspector II	2	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65				
PW Inspector I	1	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31				
PUBLIC WORKS - LANDSCAPE																
Maintenance Supervisor - Landscape	5	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41
Field Supervisor - Landscape	4	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70				
Senior Landscape Inspector	3	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29				
Landscape Inspector II	2	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20				
Landscape Inspector I	1	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55				
PUBLIC WORKS - MAINTENANCE																
Maintenance Manager	7	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89	57.63 9,989.64 119,875.69	59.07 10,239.38 122,872.58	60.55 10,495.37 125,944.40	62.06 10,757.75 129,093.01
Maintenance Superintendent	6	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64	52.21 9,050.12 108,601.46	53.52 9,276.37 111,316.49	54.86 9,508.28 114,099.41	56.23 9,745.99 116,951.89
Maintenance Supervisor	5	36.05 6,248.80 74,985.57	36.95 6,405.02 76,860.20	37.88 6,565.14 78,781.71	38.82 6,729.27 80,751.25	39.79 6,897.50 82,770.03	40.79 7,069.94 84,839.29	41.81 7,246.69 86,960.27	42.85 7,427.86 89,134.27	43.92 7,613.55 91,362.63	45.02 7,803.89 93,646.70	46.15 7,998.99 95,987.86	47.30 8,198.96 98,387.56	48.48 8,403.94 100,847.25	49.70 8,614.04 103,368.43	50.94 8,829.39 105,952.64
Field Supervisor - Maintenance	4	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22	33.48 5,802.63 69,631.55	34.31 5,947.70 71,372.34	35.17 6,096.39 73,156.65	36.05 6,248.80 74,985.57				
Lead Maintenance Worker	3	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15	30.33 5,256.90 63,082.75	31.09 5,388.32 64,659.82	31.86 5,523.03 66,276.31	32.66 5,661.10 67,933.22				
Maintenance Worker II	2	23.11 4,006.52 48,078.19	23.69 4,106.68 49,280.14	24.28 4,209.35 50,512.15	24.89 4,314.58 51,774.95	25.51 4,422.44 53,069.32	26.15 4,533.00 54,396.06	26.81 4,646.33 55,755.96	27.48 4,762.49 57,149.86	28.16 4,881.55 58,578.60	28.87 5,003.59 60,043.07	29.59 5,128.68 61,544.15				
Maintenance Worker I	1	20.94 3,629.71	21.46 3,720.45	22.00 3,813.46	22.55 3,908.80	23.11 4,006.52	23.69 4,106.68	24.28 4,209.35	24.89 4,314.58	25.51 4,422.44	26.15 4,533.00	26.81 4,646.33				

Class Family / Title	Level	Salary Steps										MCP Only				
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
PUBLIC WORKS - FACILITIES																
Field Supervisor - Facilities	4	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82				
		5,256.90	5,388.32	5,523.03	5,661.10	5,802.63	5,947.70	6,096.39	6,248.80	6,405.02	6,565.14	6,729.27				
		63,082.75	64,659.82	66,276.31	67,933.22	69,631.55	71,372.34	73,156.65	74,985.57	76,860.20	78,781.71	80,751.25				
Lead Maintenance Worker - Facilities	3	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17				
		4,762.49	4,881.55	5,003.59	5,128.68	5,256.90	5,388.32	5,523.03	5,661.10	5,802.63	5,947.70	6,096.39				
		57,149.86	58,578.60	60,043.07	61,544.15	63,082.75	64,659.82	66,276.31	67,933.22	69,631.55	71,372.34	73,156.65				
Maintenance Worker II - Facilities	2	24.89	25.51	26.15	26.81	27.48	28.16	28.87	29.59	30.33	31.09	31.86				
		4,314.58	4,422.44	4,533.00	4,646.33	4,762.49	4,881.55	5,003.59	5,128.68	5,256.90	5,388.32	5,523.03				
		51,774.95	53,069.32	54,396.06	55,755.96	57,149.86	58,578.60	60,043.07	61,544.15	63,082.75	64,659.82	66,276.31				
Maintenance Worker I - Facilities	1	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	28.16	28.87				
		3,908.80	4,006.52	4,106.68	4,209.35	4,314.58	4,422.44	4,533.00	4,646.33	4,762.49	4,881.55	5,003.59				
		46,905.55	48,078.19	49,280.14	50,512.15	51,774.95	53,069.32	54,396.06	55,755.96	57,149.86	58,578.60	60,043.07				
PUBLIC WORKS - SIGNALS																
Maintenance Supervisor - Signal	5	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.86	56.23	57.63	59.07	60.55	62.06
		7,613.55	7,803.89	7,998.99	8,198.96	8,403.94	8,614.04	8,829.39	9,050.12	9,276.37	9,508.28	9,745.99	9,989.64	10,239.38	10,495.37	10,757.75
		91,362.63	93,646.70	95,987.86	98,387.56	100,847.25	103,368.43	105,952.64	108,601.46	111,316.49	114,099.41	116,951.89	119,875.69	122,872.58	125,944.40	129,093.01
Field Supervisor - Signal	4	39.79	40.79	41.81	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94				
		6,897.50	7,069.94	7,246.69	7,427.86	7,613.55	7,803.89	7,998.99	8,198.96	8,403.94	8,614.04	8,829.39				
		82,770.03	84,839.29	86,960.27	89,134.27	91,362.63	93,646.70	95,987.86	98,387.56	100,847.25	103,368.43	105,952.64				
Senior Signal Technician	3	36.05	36.95	37.88	38.82	39.79	40.79	41.81	42.85	43.92	45.02	46.15				
		6,248.80	6,405.02	6,565.14	6,729.27	6,897.50	7,069.94	7,246.69	7,427.86	7,613.55	7,803.89	7,998.99				
		74,985.57	76,860.20	78,781.71	80,751.25	82,770.03	84,839.29	86,960.27	89,134.27	91,362.63	93,646.70	95,987.86				
Signal Technician II	2	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81				
		5,661.10	5,802.63	5,947.70	6,096.39	6,248.80	6,405.02	6,565.14	6,729.27	6,897.50	7,069.94	7,246.69				
		67,933.22	69,631.55	71,372.34	73,156.65	74,985.57	76,860.20	78,781.71	80,751.25	82,770.03	84,839.29	86,960.27				
Signal Technician I	2	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79				
		5,388.32	5,523.03	5,661.10	5,802.63	5,947.70	6,096.39	6,248.80	6,405.02	6,565.14	6,729.27	6,897.50				
		64,659.82	66,276.31	67,933.22	69,631.55	71,372.34	73,156.65	74,985.57	76,860.20	78,781.71	80,751.25	82,770.03				
SUPPORT SERVICES																
Support Services Supervisor	4	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	28.16	28.87				
		3,908.80	4,006.52	4,106.68	4,209.35	4,314.58	4,422.44	4,533.00	4,646.33	4,762.49	4,881.55	5,003.59				
		46,905.55	48,078.19	49,280.14	50,512.15	51,774.95	53,069.32	54,396.06	55,755.96	57,149.86	58,578.60	60,043.07				
Senior Support Services Technician	3	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15				
		3,541.18	3,629.71	3,720.45	3,813.46	3,908.80	4,006.52	4,106.68	4,209.35	4,314.58	4,422.44	4,533.00				
		42,494.11	43,556.47	44,645.38	45,761.51	46,905.55	48,078.19	49,280.14	50,512.15	51,774.95	53,069.32	54,396.06				
Support Services Technician	2	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69				
		3,208.13	3,288.33	3,370.54	3,454.81	3,541.18	3,629.71	3,720.45	3,813.46	3,908.80	4,006.52	4,106.68				
		38,497.57	39,460.01	40,446.51	41,457.67	42,494.11	43,556.47	44,645.38	45,761.51	46,905.55	48,078.19	49,280.14				
Support Services Assistant	1	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46				
		2,906.41	2,979.07	3,053.55	3,129.88	3,208.13	3,288.33	3,370.54	3,454.81	3,541.18	3,629.71	3,720.45				
		34,876.90	35,748.82	36,642.54	37,558.60	38,497.57	39,460.01	40,446.51	41,457.67	42,494.11	43,556.47	44,645.38				

EXHIBIT F



Capital Outlay & Technology Requests

Fund	Dept	Item Description	Purchase Amount	Annual Costs	Useful Life (# of Yrs)	Justification	Funding Source
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General Fund

001	170	Police Motorcycle	\$33,000	\$33,000	expense	Replace existing 2009 police motorcycle scheduled to be taken out of service on 11/15/15	PD Budget
001	170	Police Motorcycle	\$33,000	\$33,000	expense	Replace existing 2009 police motorcycle scheduled to be taken out of service on 11/15/15	PD Budget
001	170	Police Motorcycle (2)	\$60,000	\$60,000	expense	Will initiate purchasing process in FY17-18, for delivery in FY18-19. Offset with YTD Salary Savings	PD Budget
			\$66,000	\$66,000			

PEG Fund

125	199	Three PTZ Cameras	\$25,000	\$25,000	expense	Additional Pan Tilt Zoom cameras to film and broadcast remote events	PEG Fund
125	199	AV Production Equipment	\$20,000	\$20,000	expense	Production Equipment	PEG Fund
125	199	Chambers Video Upgrade	\$163,000	\$163,000	expense	Replacement of fixed Chamber video equipment (switcher, projector, scalars, etc).	PEG Fund
125	199	Special Event Camera	\$10,000	\$10,000	expense	Camera to provide high angle coverage of special events.	PEG Fund
125	199	Replacement Software for Agenda Management	\$50,000	\$50,000	expense	SIRE software has reached its end of life	PEG Fund
125	199	Media Services Vehicle (PEG Compliant)	\$50,000	\$50,000	expense	Van, ramp, generator for Media Services remote events	PEG Fund
			\$268,000	\$268,000			

Information Technology Fund

320	199	Class Registration System (Safari Replacement)	\$55,000	\$55,000	expense	Replacement of TCSD's Class Registration software	Measure S
320	199	Enhance Records Transparency to Public	\$10,000	\$10,000	expense	Create Public Respository for most requested Public Records	Measure S
320	199	Network Security Audit	\$100,000	\$100,000	expense	Required to assess security and health of City Systems (Defer to FY2018-19)	Measure S
320	199	Technology Training - Citywide	\$30,000	\$30,000	expense	Staff training required for Office 365 and other technology upgrades	Measure S
			\$95,000	\$95,000			

Vehicles & Equipment Replacement Fund

310	199	Fire Dept - 4 inpector vehicles	\$110,000	\$11,000	10	The current inspector vehicles are in need of several maintenance	Measure S
310	199	Fire Dept - Ladder Truck	\$1,300,000	\$130,000	10	Purchase of a ladder truck to replace the current 2004 Ladder truck with 88,962 miles and is currently in fair condition.	Measure S
310	199	PW - HEAVY DUTY TRUCK 550 (Replace Stencil Truck #03-090)	\$80,000	\$8,000	10	Approved as part of FY15-16 AOB, not purchased yet due to staffing shortages. PW is requesting this purchase for FY17-18	Veh/Equip Fund
310	199	PW - UNIT 01-065 / F550 UTILITY TRUCK	\$100,000	\$10,000	10	Truck currently has 132,325 miles. This truck has major maintenance issues and is not a reliable. Im	Veh/Equip Fund
310	199	PW - UNIT 01-067 / Boom Truck	\$130,000	\$13,000	10	This truck has had mechanical issues with the lift. Replacement parts are now obsolete.	Veh/Equip Fund



Capital Outlay & Technology Requests

Fund	Dept	Item Description	Purchase Amount	Annual Costs	Useful Life (# of Yrs)	Justification	Funding Source
310	199	PW - UNIT 97-037 / FORD WINDSTAR MINIVAN	\$35,000	\$5,000	7	This is a pool vehicle with 109,000 miles. It serves PW, TCSD, and other departments to commute to joint meetings, etc.	Veh/Equip Fund
			\$1,755,000	\$177,000			

Technology Replacement Fund

325	199	Public Wifi Refresh\Expansion	\$50,000	\$10,000	5	Replace failing Civic Center Public Wifi and address issues with Old Town, and Offsites	Tech Repl Fund
325	199	Replacement Scanners for City Clerk	\$35,000	\$7,000	5	Four Desktop Fujitsu at or exceeding useful life and one 10 year old Context HD	Tech Repl Fund
325	199	Computer Lifecycle Replacement	\$50,000	\$10,000	5	Maintain PC Lifecycle Replacement at Civic Center and Offsites	Tech Repl Fund
325	199	Conference Center Screens	\$30,000	\$6,000	5	Replace projector screens in Conference Center.	Tech Repl Fund
325	199	Field Staff Mobile Devices	\$25,000	\$12,500	2	Replacement of existing equipment exceeding useful life	Tech Repl Fund
325	199	Data Center Tape Library Backup Replacement	\$30,000	\$6,000	5	Replacement of existing equipment exceeding useful life	Tech Repl Fund
325	199	Data Categorization Software and Metadata Creator	\$30,000	\$10,000	3	Classification identifies sensitive information meeting City legal requirements	Tech Repl Fund
325	199	Upgrade to Microsoft Office 365-(Citywide)	\$120,000	\$40,000	3	Required to meet legal Public Records Retention, enhance eDiscovery and staff training needs	Tech Repl Fund
325	199	City Public Mobile App	\$16,000	\$5,333	3	Provide Public enhanced ability to access information	Tech Repl Fund
325	199	Library Patron Computer Replacement	\$220,000	\$44,000	5	Replacement of patron computers at Library (originally budgeted as a Lease, but that option is not available)	Tech Repl Fund
325	199	Enhance GIS Data Sets including Orthophotography, Building Footprints,	\$100,000	\$20,000	5	Meet EOC and Asset Management operational goals	Tech Repl Fund
			\$586,000	\$130,833			

Support Services Fund

330	199	High Speed black and white multi function copier	\$40,000	\$8,000	5	Replace outdated copier #1 located in Central Services	Support Svcs Fund
330	199	High speed multi function Color copier	\$30,000	\$6,000	5	Replace outdated copier #2 located in Central Services	Support Svcs Fund
330	199	Black and white multi function copier	\$21,000	\$4,200	5	Replace outdated copier #3 located in Central Services	Support Svcs Fund
330	199	Replacement Copier - Finance	\$13,000	\$2,600	5	Replace copier located in Finance Office	Support Svcs Fund
			\$104,000	\$20,800			

Total Capital Outlay & Technology Requests			\$2,874,000	\$757,633			
			Mid-Year Adjustments	\$186,000	\$79,600		